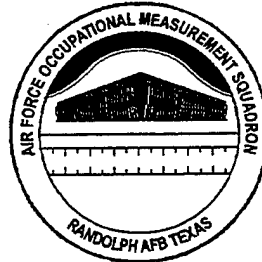




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**GROUND RADIO COMMUNICATIONS
AFSC 2E1X3**

OSSN: 2329

JULY 1999

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Ground Radio Communications career ladder, Air Force Specialty Code (AFSC) 2E1X3. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by Capt. Ian F. Jackson. Computer programming support was provided by Mrs. Jeanie C. Guesman and administrative support was provided by Ms. Dolores Navarro. Second Lieutenant Christopher Buchanan analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Ground Radio Communications career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 2,084 AD, ANG, and AFRC Command respondents, which account for 50 percent of the total population surveyed.
2. **Specialty Jobs:** Nine jobs and 7 clusters were identified in the career ladder structure analysis. Eight of them are totally oriented toward technical task performance of the ground radio equipment maintenance and account for 60 percent of the population. Three jobs were identified that are typically performed by senior-level NCO's. The remaining five are primarily support, supervisory, and management in nature.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks in the various ground radio jobs. At the 5-skill level, personnel are still heavily involved in ground radio technical tasks. Personnel at the 7-skill level begin to become involved with workcenter supervision. Air National Guard and Air Force Reserve 7-skill level personnel are more involved in technical tasks than their Active Duty counterparts.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Few tasks were not referenced to the STS.
5. **Job Satisfaction:** In general, job satisfaction among AFSC 2E1X3 personnel is low. Similar findings were noted when the current survey was compared to the previous survey and to the comparative sample of similar AFSCs. Respondents within the various ground radio maintenance job groups are far less satisfied with their jobs than the respondents in the Management and Training jobs. First-enlistment personnel responded with very low reenlistment intentions.
6. **Implications:** The current AFSC 2E1X3 career ladder structure reflects an overall normal job progression. Nine specific jobs and 7 clusters were identified in the career ladder. Career ladder training documents are well supported by survey data. Overall, job satisfaction is low among career ladder incumbents. Reenlistment intentions for first-enlistment airmen are very low.

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**OCCUPATIONAL SURVEY REPORT (OSR)
GROUND RADIO COMMUNICATIONS
(AFSC 2E1X3)**

INTRODUCTION

This is a report of an occupational survey of the Ground Radio Communications career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The current Ground Radio Communications career ladder was created in November 1993 with the conversion from AFSC 304X4 to AFSC 2E1X3 under the "whole new classification system". Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the Ground Radio Communications career ladder was April 1994.

Background

As described in the AFMAN 36-2108 *Airman Classification*, dated 30 April 1999, Specialty Description dated 31 October 1995. Ground Radio Communications personnel install, maintain, overhaul, repair, modify fixed, mobile and transportable transmitters, receivers, transceivers, and related equipment.

Personnel entering the AFSC 2E1X3 career ladder must attend the Ground Radio Communications Apprentice course at Keesler AFB, MS lasting 33 weeks. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Electrical - 67; a strength factor of "J" (Weight lift of 60 lbs.) is also required.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2329, dated April 1998. A tentative task list was prepared after reviewing pertinent career ladder publications and directives; pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 55 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Keesler AFB MS	338 TRS/TTKRG 81 CS/SCMG 738 EIS/ISMR
Lackland AFB TX	37 CS
Robins AFB GA	5CCG/CTWW
Brooks AFB TX	68 IS/SCM
Hurlburt Field AFB FL	HQ AFSOC/SCML

The resulting JI contains a comprehensive listing of 675 tasks grouped under 14 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, schedule or shift worked, job title, test equipment used or operated, GRCE operated or maintained, general shop or auxiliary equipment maintained, and vehicles used.

Survey Administration

From July 1998 through November 1998, base-training offices at operational units worldwide administered the inventory to eligible AFSC 2E1X3 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine

relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOM) and military pay grade groups. All eligible AD, ANG, and AFRC AFSC 2E1X3 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2E1X3 personnel as of July 1998. The 2,084 respondents in the final sample represent 46 percent of the total assigned personnel and 50 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 2E1X3 personnel.

TABLE 1

COMMAND DISTRIBUTION OF AFSC 2E1X3 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AETC	7	12
AFSOC	2	3
AFMC	9	8
AFSPC	3	3
PACAF	7	7
ACC	17	20
USAFE	8	10
AIA	5	6
AMC	6	8
AFRC	5	4
ANG	27	15
Other	4	4

TOTAL ASSIGNED* = 4,526

TOTAL SURVEYED** = 4,170

TOTAL IN SURVEY SAMPLE = 2,084

PERCENT OF ASSIGNED IN SAMPLE = 46%

PERCENT OF SURVEYED IN SAMPLE = 50%

* Assigned strength as of July 1998

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	10	14
E-4	25	25
E-5	30	29
E-6	20	18
E-7	15	14

* Assigned strength as of July 1998

Both command and paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2E1X3 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 51 senior NCOs who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field-training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 51 raters was acceptable. The average TE rating was 2.43, with a standard deviation of 1.48. Any task with a TE rating of 3.91 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 63 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS (Career Ladder Structure)

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 9 independent jobs and 7 clusters were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 2E1X3 personnel.

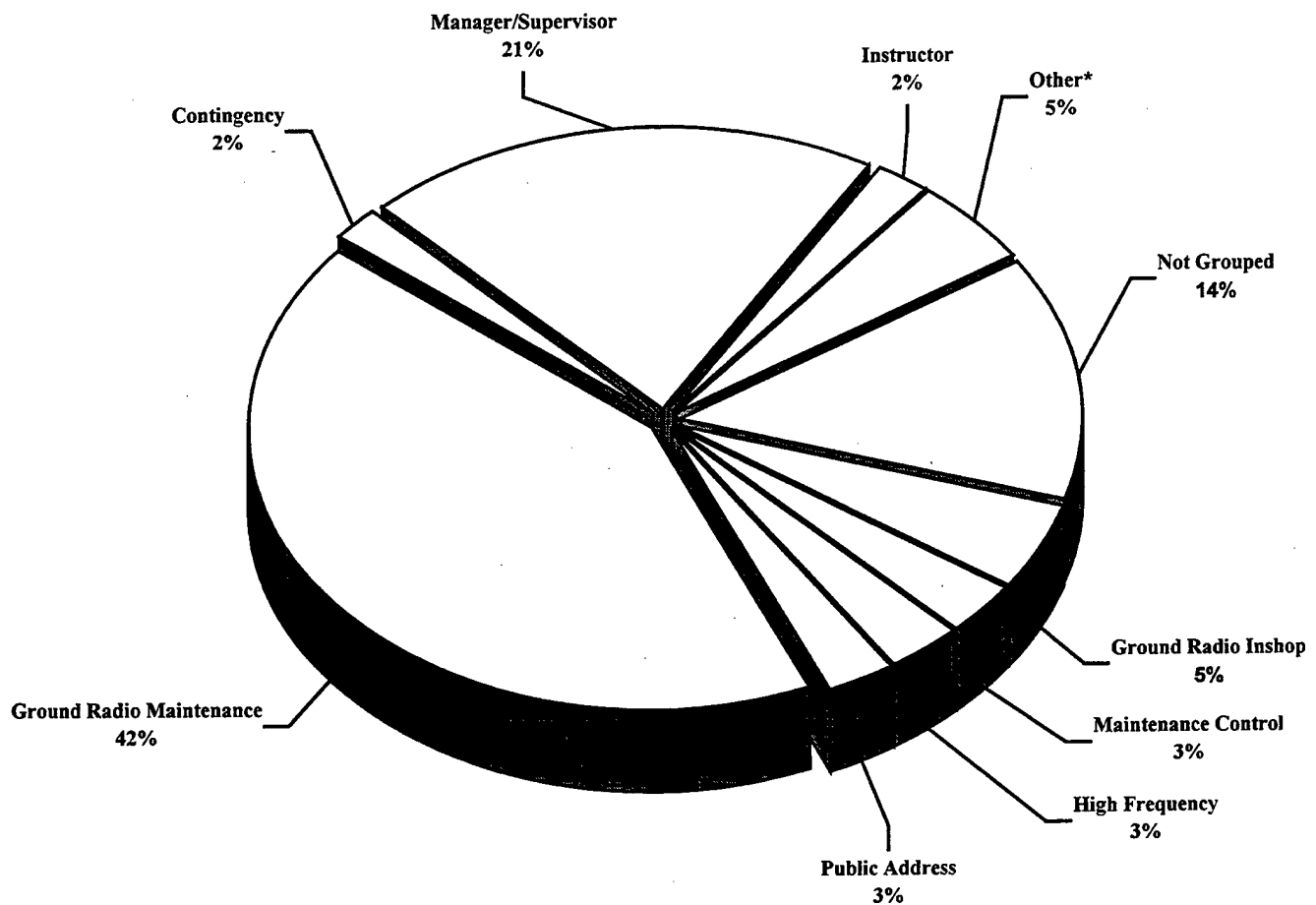
A listing of these jobs and clusters is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. Maintenance Control Cluster (ST70, N=66)
- II. High Frequency Cluster (ST97, N=72)
- III. Public Address Installation Job (ST340, N=17)
- IV. Public Address Cluster (ST110, N=61)
- V. Entry Level Maintenance Job (ST408, N=10)
- VI. Ground Radio Maintenance Cluster (ST104, N=883)
- VII. Munitions Support Maintenance Job (ST308, N=8)
- VIII. Ground Radio Inshop Cluster (ST71, N=96)
- IX. Contingency Cluster (ST118, N=41)
- X. LMR Manager Job (ST287, N=18)

- XI. Contract Administration Job (ST383, N=15)
- XII. Maintenance Supply Job (ST218, N=10)
- XIII. Manager/Supervisor Cluster (ST81, N=442)
- XIV. Quality Assurance Job (ST266, N=17)
- XV. Training Manager Job (ST446, N=5)
- XVI. Instructor Job (ST202, N=42)

The respondents forming these jobs and clusters account for 86 percent of the survey sample. The remaining 14 percent, for one reason or another, did not group into one of these jobs.

AFSC 2E1X3 CAREER LADDER SPECIALTY JOBS
(N = 2,084)



* Other includes: PA Installation, Entry-Level Maintenance, Munitions Support, LMR Manager, Contract Administration, Maintenance Supply, Quality Assurance, and Training Manager

FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1994 surveys.

I. MAINTENANCE CONTROL CLUSTER (ST70). The 66 airmen forming this job (3 percent of the survey sample) represent members who spend the majority of their time performing Maintenance Management activities. They spend 48 percent of their time performing the Maintenance Management tasks of Duty J and another 11 percent performing Mobility and Contingency activities (Table 3). Two independent jobs were identified within this cluster and were distinguished by the amount of time spent within duties. Job titles identified include Maintenance Control and Mobility Maintenance Control. The 32 members of the Maintenance Control job spend 59 percent of their performing maintenance management activities of Duty J while members of the Mobility Maintenance Control job reported spending 36 percent of their time performing mobility and contingency activities of Duty I. They perform an average of 33 tasks which include:

- Analyze core automated maintenance systems
- Retrieve CAMS or G081 listings or reports
- Review maintenance records
- Review preventive maintenance schedules
- Initiate or annotate maintenance records
- Coordinate repair actions between users and contractors
- Verify accuracy of CAMS daily inputs
- Coordinate maintenance of equipment with agencies
- Update historical reports
- Conduct on the job training
- Maintain or update status indicators such as graphs or charts

The predominant paygrade of this cluster are E-4 and E-5 with an average of almost 8 years in the career ladder. Eighty-nine percent are AD and 11 percent ANG. Fifteen percent of these respondents hold the 7-skill level and 71 percent hold the 5-skill level. Sixty percent of the members in Maintenance Control reported supervising other members. Sixty-eight percent of these members report they are assigned to units within the United States (Table 4).

II. HIGH FREQUENCY CLUSTER (ST97). The 72 airmen performing this job (3 percent of the survey sample) represent Ground Radio personnel who perform component or fault isolation maintenance tasks. Twenty-seven percent of their time is dedicated to Ground Radio Maintenance tasks of Duty C and 30 percent to the Component Troubleshooting activities of Duty F (Table 3). Specific jobs within this cluster were identified which separates the cluster into HF Technicians and Inshop HF. The Inshop Technicians perform the majority of their tasks inshop while the HF Technicians perform their tasks on-site. Members of this cluster perform an average of 63 tasks which include:

- Remove or replace resistors
- Remove or replace capacitors
- Bench check resistors
- Bench check capacitors
- Remove or replace relays
- Bench check relays
- Align or adjust power amplifiers
- Solder communications equipment components
- Operationally check power amplifiers
- Isolate malfunctions within power amplifiers
- Remove or replace HF equipment or subassemblies

Sixty-eight percent of these job incumbents hold the 5-skill level and 3 percent the 7-skill level (Table 4). The predominant paygrades are E-4 and E-5 with 32 percent reporting they supervise others. Ninety-three percent report they are AD, 6 percent ANG and 1 percent reported being AFRC. Sixty-four percent are assigned to units within the United States.

III. PUBLIC ADDRESS INSTALLATION JOB (ST340). The 17 airmen forming this job (less than one percent of the survey sample) are distinguished by spending 71 percent of their time on Installing and Maintaining Public Address System activities of Duty H (Table 3). Another 8 percent of their time is spent performing Ground Radio Maintenance activities of Duty C. Members of this specific job reported performing an average of only 18 tasks, indicating their specialization in PA systems. Typical of the tasks performed include:

- Operationally check PA systems
- Conduct location surveys for PA systems
- Set up or tear down portable PA systems
- Coordinate support requests for PA systems with appropriate agencies
- Align or adjust PA systems
- Fabricate audio cables for PA systems
- Install fixed PA systems

- Coordinate purchases of PA systems or equipment with appropriate agencies
- Bench check PA system components
- Isolate malfunctions within PA systems to LRU's

All of these airmen are AD with an average of 78 months in the career field and 79 months in the service. The predominant paygrades are E-4 and E-5 with 35 percent reporting they supervise others. Twenty-four percent hold the 3-skill level and seventy-six percent hold the 5-skill level (Table 4).

IV. PUBLIC ADDRESS CLUSTER (ST110). Comprising 3 percent of the survey sample, these 61 airmen reported spending 23 percent of their time Installing and Maintaining PA systems of Duty H (Table 3). Another 22 percent of their time is spent performing General Ground Radio Maintenance of Duty C. Within the PA cluster there were three distinct jobs identified, PA Supervisors, PA Technicians and PA Entry-Level Technicians. The PA Supervisors were distinguished by supervisory tasks performed, while the Technicians had higher TAFMS and performed more tasks than the Entry-level Technicians. Members of this cluster reported performing an average of 68 tasks which include:

- Set up or tear down portable PA systems
- Align or adjust public address PA systems
- Operationally check PA systems
- Fabricate audio cables for PA systems
- Conduct location surveys for PA systems
- Bench check PA system components
- Coordinate support requests for PA systems with appropriate agencies
- Install fixed PA systems
- Coordinate purchase of PA systems or equipment with appropriate agencies
- Isolate malfunctions within PA systems to LRU's
- Align or adjust transceivers
- Operationally check public address systems

Fifty-four percent of these job incumbents hold the 5-skill level with 26 percent holding the 7-skill level. Eighty-three percent reported as being AD, 10 percent ANG, and 7 percent AFRC. Fifty-two percent report they are supervisors and 77 percent of the job incumbents are assigned to units within the United States (Table 4).

V. ENTRY-LEVEL MAINTENANCE JOB (ST205). The 10 members of this job spend most of their time, 38 percent, performing the General Ground Radio Maintenance tasks of Duty

C (Table 3). This group of airmen has the lowest TAFMS than any other group in the career field. They account for less than one percent of the career ladder and are all AD. These airmen perform an average of only 29 tasks including:

- Isolate malfunctions within receivers
- Bench check HF receivers or subassemblies
- Align HF equipment or subassemblies
- Align or adjust receivers, other than DF receivers
- Operationally check receivers, other than GPS
- Remove or replace HF equipment or subassemblies
- Bench check capacitors
- Remove or replace receivers
- Isolate malfunctions within independent/single sideband equipment
- Align or adjust independent /single sideband equipment
- Bench check resistors
- Perform corrosion prevention on GRCE

Fifty percent of the members of this job hold the 3-skill level and another 50 percent report holding the 5-skill level. All of members within this job reported calling themselves Ground Radio Technicians. The predominant paygrades of these members are E-3 and E-4. None of these members reported supervising anybody (Table 4).

VI. GROUND RADIO MAINTENANCE CLUSTER (ST104). Comprising 43 percent of the survey sample, these 883 airmen represent the core job of the career ladder. Twenty-nine percent of their time is spent performing tasks of Duty C while another 11 percent of their time is spent on Duty E (Table 3). Within this cluster there were 10 separate jobs identified. The first job identified, Secure Radio Technician, are all assigned to USAFE and 50 percent of the members reported working in the Global Command area. These 6 members are all AD and perform an average of 105 tasks. The members of the second job, Maintenance Supervisor, perform standard ground radio tasks but also spend 18 percent of their time performing Management and Supervisory activities. Eighty-nine percent of the Maintenance Supervisor personnel reported supervising others. The next job identified is the core of ground radio. These Core Ground Radio maintenance members spend the majority of their time performing Ground Radio maintenance activities (34 percent). The 321 members of the Core Ground Radio perform an average of 139 tasks, which shows the broad range of their job. Members of the fourth job identified, Mobility, also perform general maintenance duties but also spend 20 percent of their time performing Mobility and Contingency activities. The 94 members that make up the Subassembly job spend 16 percent of their time performing Subassembly maintenance as well as general ground radio maintenance. Subassembly is made up of 64 percent AD, 33 percent ANG, and 3 percent AFRC. The next job identified, AG Ground Radio Installation, is made up

primarily of Air Guard (83 percent). These members spend 30 percent of their time performing Ground Radio Installation task of Duty B. The 7 members of the next job, Component Level, spend 33 percent of their time performing Component Level Troubleshooting tasks of Duty F. The majority of their top tasks performed deal with removing and replacing various radio components. Members of the next job, Missile Radio, spend more time than any other group maintaining Missile/Alert Radio systems. All of the 11 members reported their job title as Missile Maintenance and Missile Radio as their primary work area. AG account for the majority of the next job identified (95 percent). These guard members spend 21 percent of their time Installing Ground Radio Communications as well as spending another 23 percent of their time performing general ground radio maintenance. All of the members in the last job identified within the cluster, Intelligence Equipment Maintenance, reported working in the Intel organization. Representative tasks of this cluster include:

- Operationally check UHF VHF equipment
- Operationally check transceivers
- Align or adjust UHF or VHF equipment
- Isolate malfunctions within transceivers
- Isolate malfunctions within UHF or VHF equipment
- Align or adjust transceivers
- Bench check UHF or VHF transceivers or subassemblies
- Solder communications equipment components, other than high-reliability soldering
- Align UHF or VHF equipment or subassemblies
- Remove or replace UHF or VHF equipment
- Operationally check power amplifiers
- Remove or replace transceivers
- Isolate malfunctions within receivers
- Remove or replace UHF or VHF equipment or subassemblies

Fifty-one percent of these members hold a 5-skill level and 23 percent the 7-skill level. The average time in the career ladder is 7 years, with an average 7 1/2 years in service. The predominant paygrades of this job are E-4 and E-5. Seventy-six percent are AD, 20 percent ANG and 4 percent are AFRC. Furthermore, 75 percent of these members report they are assigned within the United States (Table 4).

VII. MUNITIONS SUPPORT MAINTENANCE JOB (ST308). The 8 airmen performing this job (less than 1 percent of the survey sample) represent Ground Radio Maintenance personnel who are assigned to units dealing with munition support. Forty-three percent of their time is spent performing tasks associated with Ground Radio Maintenance of Duty C while another 32 percent of their time is spent on LRU level maintenance of Duty D. They perform an average of only 67 tasks which shows the focus of their job, some of which include:

- Operationally check land lines
- Operationally check battery backup systems
- Remove or replace transceivers
- Isolate malfunctions to land lines
- Operationally check communications consoles
- Isolate malfunctions within communications consoles to LRU's
- Remove or replace battery backup system LRU's
- Operationally check battery chargers
- Operationally check public address systems
- Remove or replace UHF or VHF equipment
- Remove or replace power amplifiers
- Remove or replace ECCM equipment LRU's

All of the members reporting in this job are AD. Twelve percent hold the 3-skill level and 88 percent the 5-skill level. The predominant paygrades are E-4 and E-5 with an average 6 years in the career ladder. Twelve percent of these job incumbents report they supervise others. Thirteen percent of the AD members are in their first enlistment (Table 4).

VIII. GROUND RADIO INSHOP CLUSTER (ST71). The 96 airmen forming this job (5 percent of the survey sample) spend 39 percent of their time performing General Ground Radio Maintenance tasks of Duty C (table 3). There were 4 separate jobs identified within this cluster. The first job, Core Inshop, is the core of the cluster spending 74 percent of their time performing tasks of Duty C. Sixty percent of these members reported calling themselves Ground Radio Technicians. The second job identified, AFRC Inshop, is primarily made up of Air Reserve members (60 percent). These members of this job reported spending 31 percent of their time performing Ground Radio Maintenance (31 percent) as well as Mobility and Contingency activities (29 percent). The 8 members of the next job identified, Mobility Support, spend 34 percent of their time performing Mobility and Contingency activities. The last job that was identified was primarily made up of Guard members (74 percent). These members of this job, AG Engineering and Installation, spend 37 percent of their time Installing Ground Radio Communication equipment. Distinct tasks of this cluster include:

- Operationally check transceivers
- Isolate malfunctions within transceivers
- Align or adjust UHF or VHF equipment
- Isolate malfunctions within UHF or VHF equipment
- Align or adjust transceivers
- Operationally check UHF or VHF equipment
- Remove or replace transceivers
- Fabricate RF cables
- Remove or replace UHF or VHF equipment
- Solder communications equipment components, other than high-reliability

Fire weapons for proficiency
Install cabling

The predominant paygrade in this job is E-4. Their average time in service is just over 4 1/2 years with an average time in the career field of just under 4 years. Fifty percent of job incumbents are AD, 33 percent ANG and 17 percent AFRC. Sixty-one percent of these respondents hold the 5-skill level and 20 percent hold the 7-skill level. Three-skill level personnel account for 19 percent of this job with 49 percent reporting they are in their first-enlistment. Eighty-four percent of these members report they are assigned to units within the United States (Table 4).

IX. CONTINGENCY CLUSTER (ST118). The 41 airmen forming this job (2 percent of the survey sample) report spending 57 percent of their time performing Mobility and Contingency activities of Duty I and 10 percent of their time performing General Ground Radio Maintenance activities of Duty C (Table 3). Within in this cluster there were 3 separate jobs identified: Mobility Planner, Mobility, and Mobility Maintenance. These three jobs are very similar in that their top performing duty is Mobility and Contingency activities. The factor that sets them apart is the tasks they perform. The Mobility Planners spend an additional 17 percent of their time performing Training activities. Mobility and the Mobility Maintenance group perform general mobility tasks but the Mobility Maintenance are more involved with the maintenance aspect. The cluster averages 36 tasks which include:

- Erect tents
- Fire weapons for proficiency
- Inspect mobility bags or kits
- Don or doff chemical warfare personal protective clothing
- Prepare equipment for deployments
- Pack or palletize mobility or contingency equipment for shipment or movement
- Perform pallet buildup activities
- Inspect packed or palletized mobility or contingency equipment prior to transport
- Perform camouflage procedures
- Lay electrical or communications equipment
- Identify chemical warfare agents
- Perform first aid
- Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles

Forty-six percent of these job incumbents are AD; 49 percent are ANG and 5 percent AFRC. The predominant paygrades are E-5 and E-6 with 33 percent of them in their first enlistment and 15 percent reporting supervising others. The AD members average just over 9 years in the career ladder and just over 10 years in the service. Sixty-three percent of these members hold the 5-skill

level and 24 percent the 7-skill level. Seventy-six percent of the members are assigned to units within the United States (Table 4).

X. LAND MOBILE RADIO MANAGER JOB (ST287). Comprising another 1 percent of the survey sample, these 18 airmen perform the tasks associated with mobile radio units. Twenty-five percent of their time is spent performing the Contract Administration tasks of Duty A and another 19 percent of their time is spent on Supply and Equipment activities (Table 3). Sixty-seven percent of these members call themselves Land Mobile Radio Manager and all of them listed Land Mobile Radio as their primary work area. These job incumbents average only 34 tasks which include:

- Coordinate maintenance of equipment with appropriate agencies
- Operationally check LMR equipment
- Inventory equipment, tools, parts or supplies
- Evaluate serviceability of equipment, tools, parts, or supplies
- Perform QAE performance evaluations
- Monitor maintenance contract agreements
- Isolate malfunctions within LMR equipment
- Remove or replace LMR equipment
- Conduct installation site surveys
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Process call orders
- Maintain organizational equipment or supply records

Seventy-eight percent of these airmen hold the 5-skill level and 6 percent the 7-skill level. All of these job incumbents are AD with 17 percent in their first enlistment. They average 8 years in the career ladder with a predominant paygrade of E-5. Sixty-one percent of these airmen are assigned to units within the United States (Table 4).

XI. CONTRACT ADMINISTRATION JOB (ST383). The 15 members of this job perform the tasks associated with Contract Administration. As reflected in Table 3, these job incumbents spend 80 percent of their time performing the tasks associated with the Contract Administration activities of Duty A, the highest of any other job. They average 19 tasks and spend only 9 percent of their time performing the Management and Supervisory tasks of Duty K, indicating they are not supervisors but perform contract duties as represented below:

- Draft inputs to performance work statements
- Draft inputs to statements of work
- Participate in request for proposal meetings
- Prepare changes or amendments to contract data requirements lists
- Write SOW's

- Research SOW's
- Perform QAE performance evaluations
- Process PWS's
- Process SOW's or SOW amendments
- Research PWS's
- Monitor maintenance contract agreements
- Certify commercial service contracts for GRCE
- Draft sole source requests
- Maintain GRCE contract files

All of these job incumbents are AD with 80 percent holding the 7-skill level. The predominant paygrade is E-6 averaging 18 years in the service (Table 4).

XII. MAINTENANCE SUPPLY JOB (ST218). Comprising 1 percent of the survey sample, these 10 airmen are performing supply and equipment duties. Fifty-two percent of their time is spent performing the tasks associated with General Supply and Equipment activities and 15 percent Installing Ground Radio Communication activities (Table 3). These job incumbents perform an average of only 20 tasks which indicates the narrow focus of their job. Representative tasks include:

- Inventory equipment, tools, parts, and supplies
- Evaluate serviceability of equipment, tools, parts, and supplies
- Pick up, deliver, or store equipment, tools, parts, or supplies
- Identify and report equipment or supply problems
- Coordinate maintenance of equipment with appropriate agencies
- Maintain organizational equipment or supply records
- Initiate requisitions for equipment, tools, parts, or supplies
- Install LAN Category 5 systems
- Install local area network fiber-optic systems
- Install fiber-optic links
- Maintain documentation on items requiring periodic inspections or calibrations
- Establish procedures for accountability of equipment , tools, parts, or supplies

Eighty percent of these members hold a 5-skill level, 20 percent hold the 7-skill level and all are AD. The average time in the career ladder is 94 months, with an average 107 months in service. The predominant paygrade of this jobs E-4. Furthermore, 60 percent of these members report they are assigned within the United States (Table 4).

XIII. MANAGEMENT/SUPERVISION CLUSTER (ST81). The 442 airmen forming this job (21 percent of the survey sample) are distinguished by spending 43 percent of their time on Management and Supervisory activities Duty K and another 12 percent on Training activities of Duty L (Table 3). There were 5 distinct jobs identified within the cluster. The first job, QA Section Chief, also performed Management and Supervisory activities but 50 percent of the respondents called themselves QA Inspectors. The second job identified, Mobility Managers, was distinguished by spending 20 percent of their time performing Mobility and Contingency activities. The next job identified, Install Team Chief, separated from the cluster because these members spent 28 percent of their time Installing Ground Radio Equipment. Sixty-two percent of the Installation members reported supervising others as well as 38 percent calling themselves Engineering and Installation Team Chief. The fourth job identified, E&I Team Chief, spent 37 percent of their time Installing Ground Radio Equipment. The Install Team Chief and E&I Team Chief are somewhat similar, they are distinguished by the amount of tasks they perform. The Install Team Chiefs are more centralized in that they primarily perform installation tasks while the E&I Team Chiefs are more diverse in which they also perform assembly tasks. The last job identified in the cluster, QA Staff, was separated from the others in that 56 percent of their time was spent performing Management and Supervisory acts of Duty K. Fifty-nine percent of the QA Staff reported HQ support as their primary work area. These job incumbents perform and average of 84 task which include:

- Conduct supervisory orientations for newly assigned personnel
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Develop or establish work methods or procedures
- Schedule personnel for temporary duty assignments, leaves, or passes
- Maintain administrative files
- Conduct safety inspections of equipment or facilities
- Initiate actions required due to substandard performance of personnel
- Evaluate job hazards or compliance with the AFOSH program
- Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace
- Evaluate effectiveness of training programs, plans or procedures
- Develop self-inspection or self-assessment program checklist
- Develop training programs, plans or procedures

Ninety-two percent of these job incumbents are AD. The predominant paygrade is E-7 with an average 14 1/2 years in the career ladder for the AD job incumbents. Thirty-five percent hold the 5-skill level and 65 percent the 7-skill level. Eighty-four percent of the people in the cluster reported supervising others (Table 4).

XIV. QUALITY ASSURANCE JOB (ST266). Comprising another 1 percent of the survey sample, these 17 airmen perform the tasks associated with managing and supervising. These

airmen devote 37 percent of their time performing the Management and Supervisory tasks of Duty J and another 34 percent of their time performing General Admin and TO activities of Duty M (table 3). They average a very low 21 tasks performed, indicating the focus of this job on quality control duties. Representative tasks performed by this job include:

- Write inspection reports
- Maintain TO libraries
- Conduct staff assistance visits, inspections, or audits
- Review TO changes
- Review TO improvement reports
- Establish or maintain ATOMS accounts
- Evaluate personnel for compliance with performance standards
- Initiate TO improvement reports
- Maintain TCTO's
- Evaluate maintenance or utilization of equipment, tools, parts, supplies, workspace
- Conduct safety inspections of equipment or facilities
- Maintain publication libraries, other than TO libraries
- Evaluate inspection report findings or inspection procedures

Eighty-eight percent of these job incumbents are AD averaging 10 years in the service. Seventy-six percent of these airmen hold the 5-skill level and 18 percent hold the 7-skill level with the predominant paygrade being E-4 and E-5. Seventy-one percent are assigned to units within the United States (Table 4).

XV. TRAINING MANAGER JOB (ST446). The 5 airmen performing this job (less than 1 percent of the survey sample) represent Ground Radio personnel who spend the most time of any other job performing Training tasks. They perform an average of 23 tasks indicating a relatively narrow job, with 43 percent of their time performing Management and Supervisory tasks (Duty K) and 34 percent of their time performing Training tasks (Duty L) as reflected in Table 3. Distinctive tasks performed include:

- Conduct staff assistance visits, inspections, or audits
- Evaluate training programs, plans, or procedures
- Evaluate training progress of trainees
- Develop training programs, plans, or procedures
- Conduct self-inspections or self-assessments
- Brief personnel concerning training programs or matters
- Write inspection reports
- Analyze core automated maintenance systems
- Maintain training records or files

Forty percent of these airmen hold the 5-skill level and 60 percent hold the 7-skill level, indicating the senior level leadership. One hundred percent of the job incumbents are AD with an average time in the career field of just 147 months and only 192 months in the service. The predominant paygrades are E-6 to E-7. Furthermore, all of these members report they are assigned to units within the United States (Table 4).

XVI. INSTRUCTOR JOB (ST202). The 42 airmen forming this job (2 percent of the survey sample) represent instructors assigned to the Ground Radio Maintenance career field. They perform an average of 24 tasks and are distinguished by spending 55 percent of their time spent on training activities. The representative tasks indicated below reflect the job with the second highest percent time spent on Ground Radio Maintenance of Duty C (Table 3). Distinct tasks performed include:

- Administer or score tests
- Evaluate progress of trainees
- Conduct formal course classroom training
- Counsel trainees on training progress
- Personalize lesson plans
- Perform task certification on students
- Perform classroom equipment management procedures
- Develop or procure training materials or aids
- Develop written tests
- Develop formal course curricula, POI's, or specialty training standards
- Inspect training materials or aids for operation

The predominant paygrades of this job are E-5 and E-6. Ninety-six percent of these airmen are AD, averaging 144 months in the career field and only 151 months in the service. Seventy-six percent of these airmen hold the 5-skill level and 24 percent hold the 7-skill level. Ninety-three percent of these members report they are assigned to units within the United States (Table 4).

Comparison to Previous Study

Table 5 lists the jobs identified in this report and compares them to the jobs of the 1994 report. All of the previous jobs matched to similar jobs in this report with the remaining 5 jobs not being identified. Of the current jobs identified, 5 new jobs emerged that dealt with a more specialized approach to Ground Radio Maintenance such as Entry-Level Maintenance, Munitions Maintenance, Ground Radio Inshop, Contingency, Contract Administration, and Maintenance Supply.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY 2EIX3 JOB GROUPS

DUTIES	Maint Control Cluster (ST70) (N=66)	High Freq Cluster (ST97) (N=72)	Public		Entry- Level Job (ST108) (N=10)	Ground	
			Address Install Job (ST340) (N=17)	Address Cluster (ST110) (N=61)		Radio Maint Cluster (ST104) (N=883)	Munition Support Job (ST308) (N=8)
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	2	0	1	1	0	0	0
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	1	3	5	4	0	7	1
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	3	27	8	22	38	29	43
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	1	6	1	7	6	10	32
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	0	11	1	6	22	11	4
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	1	30	0	4	19	9	1
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	0	0	0	0	0	0	0
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	0	1	71	23	0	4	4
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	11	2	3	5	0	11	4
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	48	5	0	5	5	4	2
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	9	5	4	12	1	6	1
L PERFORMING TRAINING ACTIVITIES	9	3	5	4	1	3	0
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	10	2	1	3	2	3	2
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	5	0	4	6	3	6

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Ground					
	Radio Inshop Cluster (ST71) (N=96)	Contin- gency Cluster (ST118) (N=41)	LMR Manager Job (ST287) (N=18)	Contract Admin Job (ST383) (N=15)	Maint Supply Job (ST218) (N=10)	Manager/ Supervisor Cluster (ST81) (N=442)
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	1	1	25	80	1	5
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	14	6	8	1	15	4
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	39	10	15	1	8	4
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	3	3	4	1	2	1
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	12	4	0	0	4	1
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	3	0	0	0	0	0
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	0	0	0	0	0	0
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	1	1	0	0	0	1
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	15	57	2	0	6	7
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	1	7	2	0	9
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	4	11	9	8	43
L PERFORMING TRAINING ACTIVITIES	2	4	4	0	1	12
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	3	5	5	3	8
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	5	19	0	52	5

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Quality Assurance Job (ST266) (N=17)	Training Manager Job (ST446) (N=5)	Instructor Job (ST202) (N=42)
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	3	1	1
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	1	2	1
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	2	2	20
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	*	0	3
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	*	0	3
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	*	1	0
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	1	0
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	*	0	0
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	4	0	1
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	6	14	0
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	37	43	6
L PERFORMING TRAINING ACTIVITIES	5	34	55
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	34	2	3
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	0	7

* Less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR 2E1X3 SPECIALTY JOBS

	Maint Control Cluster (ST70)	High Frequency Cluster (ST97)	Public Address Install Job (ST340)	Public Address Cluster (ST110)	Entry- Level Maint Job (ST408)	Ground Radio Maint Cluster (ST104)	Munitions Support Job (ST308)
NUMBER IN GROUP	66	72	17	61	10	883	8
PERCENT OF SAMPLE	3%	3%	8%	3%	5%	42%	7%
PERCENT IN CONUS	68%	64%	100%	77%	40%	75%	12%
DAFSC DISTRIBUTION:							
2E133	14%	29%	24%	20%	50%	26%	12%
2E153	71%	68%	76%	54%	50%	51%	88%
2E173	15%	3%	0	26%	0	23%	0
COMPONENT STATUS:							
ACTIVE DUTY	89%	93%	100%	83%	100%	76%	100%
AIR NATIONAL GUARD	11%	6%	0	10%	0	20%	0
AIR FORCE RESERVE COMMAND	0	1%	0	7%	0	4%	0
PREDOMINANT GRADE(S)							
AVERAGE MONTHS IN CAREER FIELD *	E-4/E-5 94	E-4/E-5 84	E-4/E-5 78	E-5/E-6 106	E-3/E-4 39	E-4/E-5 84	E-4/E-5 80
AVERAGE MONTHS IN SERVICE *	103	89	79	119	42	91	85
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	15%	35%	41%	24%	80%	40%	13%
PERCENT SUPERVISING	60%	32%	35%	52%	0	40%	12%
AVERAGE NUMBER OF TASKS PERFORMED	33	63	18	68	29	145	67

*Active Duty Only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR 2E1X3 SPECIALTY JOBS

	Ground Radio Inshop Cluster (ST71)	Contin- gency Cluster (ST118)	LMR Manager Job (ST287)	Contract Admin Job (ST383)	Maint Supply Job (ST218)	Manager/ Supvr Cluster (ST81)
NUMBER IN GROUP	96	41	18	15	10	442
PERCENT OF SAMPLE	5%	2%	.9%	.7%	.5%	21%
PERCENT IN CONUS	84%	76%	61%	87%	60%	68%
DAFSC DISTRIBUTION:						
2E133	19%	13%	16%	0	0	0
2E153	61%	63%	78%	20%	80%	35%
2E173	20%	24%	6%	80%	20%	65%
COMPONENT STATUS:						
ACTIVE DUTY	50%	46%	100%	100%	100%	92%
AIR NATIONAL GUARD	33%	49%	0	0	0	6%
AIR FORCE RESERVE COMMAND	17%	5%	0	0	0	2%
PREDOMINANT GRADE(S)						
AVERAGE MONTHS IN CAREER FIELD *	E-4 58	E-4/E-5 113	E-5 100	E-6 202	E-4 94	E-7 174
AVERAGE MONTHS IN SERVICE *	71	123	112	219	106	190
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	49%	33%	17%	0	20%	0
PERCENT SUPERVISING	21%	15%	6%	33%	0	84%
AVERAGE NUMBER OF TASKS PERFORMED	45	36	34	19	20	65

*Active Duty Only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR 2E1X3 SPECIALTY JOBS

	Quality Assurance Job (ST266)	Training Manager Job (ST446)	Instructor Job (ST202)
NUMBER IN GROUP	17	5	42
PERCENT OF SAMPLE	8%	2%	2%
PERCENT IN CONUS	71%	100%	93%
DAFSC DISTRIBUTION:			
2E133	6%	0	0
2E153	76%	40%	76%
2E173	18%	60%	24%
COMPONENT STATUS:			
ACTIVE DUTY	88%	100%	96%
AIR NATIONAL GUARD	12%	0	2%
AIR FORCE RESERVE COMMAND	0	0	2%
PREDOMINANT GRADE(S)	E-4/E-5	E-6/E-7	E-5/E-6
AVERAGE MONTHS IN CAREER FIELD *	116	147	144
AVERAGE MONTHS IN SERVICE *	124	192	152
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	20%	0%	0%
PERCENT SUPERVISING	18%	60%	14%
AVERAGE NUMBER OF TASKS PERFORMED	21	23	24

*Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1993 SURVEYS

CURRENT SURVEY (N=2,084)	1994 SURVEY (N=2,251)
MAINTENANCE CONTROL CLUSTER	MAINTENANCE JOB CONTROL
HIGH FREQUENCY CLUSTER	HF EQUIPMENT MAINTENANCE
PA INSTALLATION JOB	ENGINEERING AND INSTALLATION
PA CLUSTER	PUBLIC ADDRESS SYSTEMS MAINTENANCE
ENTRY-LEVEL MAINTENANCE JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
GROUND RADIO MAINTENANCE CLUSTER	GROUND RADIO MAINTENANCE
MUNITIONS SUPPORT MAINTENANCE JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
GROUND RADIO INSHOP CLUSTER	<i>NO SIMILAR JOB IDENTIFIED</i>
CONTINGENCY CLUSTER	<i>NO SIMILAR JOB IDENTIFIED</i>
LMR MANAGER JOB	LMR MANAGER
CONTRACT ADMINISTRATION JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
MAINTENANCE SUPPLY JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
MANAGER/SUPERVISOR CLUSTER	SUPERVISION AND MANAGEMENT
QUALITY ASSURANCE JOB	QUALITY CONTROL
TRAINING MANAGER JOB	MAINTENANCE TRAINING
INSTRUCTOR JOB	TECHNICAL SCHOOL INSTRUCTOR
<i>NO SIMILAR JOB IDENTIFIED</i>	LOGISTICS SUPPORT

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Tables 6-8, while Tables 9-11 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. These tables reflect the distribution of AD, ANG, and AFRC personnel. A typical pattern of progression is noted within the AFSC 2E1X3 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, higher percentages work in the supervisory jobs, but many personnel still spend some time performing technical tasks.

Skill-Level Descriptions

DAFSC 2E133. Representing 17 percent of the survey sample, these 353 AD airmen perform an average of 93 tasks. Sixty-five percent of this group works in the Ground Radio Maintenance Cluster (Table 6), with 6 percent performing in the High Frequency Cluster and 3 percent in the Maintenance Control Cluster.

Table 9 reflects the percent time spent on duties by DAFSC 2E133 personnel. At the 3-skill level, the majority of their time is spent performing General Ground Radio Maintenance tasks of duty C. Representative tasks performed by these members are listed in Table 12.

DAFSC 2E153. The 1,080 members of this group account for 52 percent of the survey sample and represent the core of the career ladder. Forty-two percent work in the Ground Radio Maintenance Cluster and 14 percent in the Management/Supervisor Cluster (Table 7). This table also reflects the differences in the job distribution between the Active and Reserve Forces. The AD, ANG and AFRC spend the majority of their time at the 5-skill level performing general ground radio maintenance tasks. It also reflects the greater percentage of AD members in the Management/Supervisor cluster than the reserve forces.

Table 10 provides a comparison of the present time spent on duties for the AD and AFRC at the 5-skill level. As this table reflects, ANG and AFRC spend a much larger amount of time performing Mobility and Contingency tasks than AD.

Tables 13-16 list representative tasks performed by these DAFSC 2E153 personnel. Table 17 reflects those tasks which best differentiate the 5-skill levels from the 3-skill levels and tables 18-20 reflects those tasks which differentiate AD, ANG, and AFRC.

DAFSC 2E173. These 651 members perform an average 91 tasks and represent 31 percent of the survey sample. Table 8 shows the highest percentage of members is in the Manager/Supervisor Cluster and a high active duty percentage in the Management Cluster. This table depicts the huge difference in the way the AFRC employ their 7-skill level personnel in technical tasks versus their AD counterparts.

Table 11 reflects the percent time spent on duties by DAFSC 2E173 members. The main differences reflected by this table are the amount of time spent on Management and Supervisory tasks by the AD personnel compared to the technical tasks of the AFRC 7-skill level personnel. Representative tasks are reflected in Tables 21-24 for 7-skill level personnel. Table 25 reflects tasks which best differentiate between the 7- and 5-skill levels while tables 26-30 compares 7-skill level AD, ANG and AFRC as well as 5- and 7-skill level ANG and AFRC.

Summary

Progression in the Ground Radio Maintenance career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of the Ground Radio Maintenance at the 3- and 5-skill levels, with some broadening into supervisory functions at the 5-skill level. Craftsmen at the 7-skill level are beginning to shift to supervisory jobs, but a good deal of their job time is still spent in the technical arena. ANG and AFRC 7-skill level personnel spend a much higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>		AD 2E133 (N=352)
I.	MAINTENANCE CONTROL CLUSTER	3
II.	HIGH FREQUENCY CLUSTER	6
III.	PA INSTALLATION JOB	1
IV.	PUBLIC ADDRESS CLUSTER	3
V.	ENTRY-LEVEL MAINTENANCE JOB	1
VI.	GROUND RADIO MAINTENANCE CLUSTER	65
VII.	MUNITIONS SUPPORT MAINTENANCE JOB	*
VIII.	GROUND RADIO INSHOP CLUSTER	5
IX.	CONTINGENCY CLUSTER	1
X.	LMR MANAGER JOB	1
XI.	CONTRACT ADMINISTRATION JOB	*
XII.	MAINTENANCE SUPPLY JOB	*
XIII.	MANAGER/SUPERVISOR CLUSTER	*
XIV.	QUALITY ASSURANCE JOB	*
XV.	TRAINING MANAGER JOB	*
XVI.	INSTRUCTOR JOB	*
	NOT GROUPED	13

* Less than 1 percent

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2E153 (N=1,080)	AD 2E153 (N=895)	ANG 2E153 (N=145)	AFRC 2E153 (N=40)
I. MAINTENANCE CONTROL CLUSTER	4	5	1	*
II. HIGH FREQUENCY CLUSTER	5	5	2	3
III. PA INSTALLATION JOB	1	2	*	*
IV. PA CLUSTER	3	3	2	5
V. ENTRY-LEVEL MAINTENANCE JOB	1	1	*	*
VI. GROUND RADIO MAINTENANCE CLUSTER	42	41	46	50
VII. MUNITIONS SUPPORT MAINTENANCE JOB	1	1	*	*
VIII. GROUND RADIO INSHOP CLUSTER	6	4	17	8
IX. CONTINGENCY CLUSTER	2	1	10	3
X. LMR MANAGER JOB	1	2	*	*
XI. CONTRACT ADMINISTRATION JOB	*	*	*	*
XII. MAINTENANCE SUPPLY JOB	1	1	*	*
XIII. MANAGER/SUPERVISOR CLUSTER	14	16	3	5
XIV. QUALITY ASSURANCE JOB	1	2	*	*
XV. TRAINING MANAGER JOB	*	*	*	*
XVI. INSTRUCTOR JOB	3	4	*	3
NOT GROUPED	15	12	19	23

* Less than 1 percent

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2E173 (N=651)	AD 2E173 (N=437)	ANG 2E173 (N=171)	AFRC 2E173 (N=43)
I. MAINTENANCE CONTROL CLUSTER	2	1	4	0
II. HIGH FREQUENCY CLUSTER	0	0	1	0
III. PA INSTALLATION JOB	0	0	0	0
IV. PA CLUSTER	3	3	2	5
V. ENTRY-LEVEL MAINTENANCE JOB	0	0	0	0
VI. GROUND RADIO MAINTENANCE CLUSTER	31	17	63	40
VII. MUNITIONS SUPPORT MAINTENANCE JOB	0	0	0	0
VIII. GROUND RADIO INSHOP CLUSTER	3	0	4	28
IX. CONTINGENCY CLUSTER	2	1	4	2
X. LMR MANAGER JOB	0	0	0	0
XI. CONTRACT ADMINISTRATION JOB	2	3	0	0
XII. MAINTENANCE SUPPLY JOB	0	1	0	0
XIII. MANAGER/SUPERVISOR CLUSTER	44	59	13	16
XIV. QUALITY ASSURANCE JOB	1	0	1	0
XV. TRAINING MANAGER JOB	1	1	0	0
XVI. INSTRUCTOR JOB	2	2	1	0
NOT GROUPED	9	12	7	9

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS

DUTIES	AD	
	2E133	(N=352)
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	0	
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	6	
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	34	
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	9	
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	12	
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	11	
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	1	
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	6	
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	7	
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	
L PERFORMING TRAINING ACTIVITIES	1	
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3	
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	

TABLE 10

RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 2E153 (N=1,080)	AD 2E153 (N=895)	ANG 2E153 (N=145)	AFRC 2E153 (N=40)
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	3	4	1	0
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	8	5	22	9
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	21	21	26	26
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	7	7	6	5
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	7	6	9	9
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	5	5	3	6
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	0	0	0
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	4	4	2	6
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	9	7	20	17
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	7	9	2	2
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	11	12	2	4
L PERFORMING TRAINING ACTIVITIES	7	8	2	4
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	5	6	2	8
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	6	3	4

* Less than 1 percent

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL		AD		ANG		AFRC	
	2E173 (N=651)	2E173 (N=437)	2E173 (N=437)	2E173 (N=171)	2E173 (N=171)	2E173 (N=43)	2E173 (N=43)	2E173 (N=43)
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	4	6	1	0				
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	6	3	15	4				
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	10	6	18	18				
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	4	3	7	3				
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	3	2	6	9				
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	2	2	5	3				
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	0	0	0				
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	2	2	3	3				
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	12	8	17	24				
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	6	7	4	5				
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	29	38	10	15				
L PERFORMING TRAINING ACTIVITIES	9	11	6	7				
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	6	7	4	4				
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	5	4	5				

* Less than 1 percent

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY AD 2E133 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=352)
C0189	Operationally check transceivers	68
C0141	Align or adjust transceivers	66
C0165	Isolate malfunctions within transceivers	66
C0143	Align or adjust UHF or VHF equipment	65
C0191	Operationally check UHF or VHF equipment	64
C0167	Isolate malfunctions within UHF or VHF equipment	64
E0370	Bench check UHF or VHF transceivers or subassemblies	64
C0127	Align or adjust exciters	63
C0162	Isolate malfunctions within receivers	63
C0135	Align or adjust power amplifiers	62
C0177	Operationally check exciters	61
C0217	Solder communications equipment components, other than high-reliability soldering	61
C0183	Operationally check power amplifiers	61
C0158	Isolate malfunctions within power amplifiers	60
E0338	Align UHF or VHF equipment or subassemblies	59
C0119	Align antenna couplers	59
C0153	Isolate malfunctions within exciters	58
F0442	Remove or replace resistors	57
E0369	Bench check UHF or VHF receivers or subassemblies	56
E0368	Bench check UHF or VHF power amplifiers or subassemblies	55
F0410	Bench check resistors	55
E0389	Remove or replace UHF or VHF equipment or subassemblies	53
E0371	Bench check UHF or VHF transmitters or subassemblies	53
C0212	Remove or replace transceivers	53
C0209	Remove or replace receivers	52
F0427	Remove or replace capacitors	52
C0215	Remove or replace UHF or VHF equipment	51
C0163	Isolate malfunctions within recorders, reproducers, or recorders-reproducers	50
C0140	Align or adjust recorders, reproducers, or recorders-reproducers	50
F0395	Bench check capacitors	50
H0479	Operationally check PA systems	49
C0188	Operationally check recorders, reproducers, or recorders-reproducers	49
C0142	Align or adjust transmitters, other than target transmitters	49
E0329	Align HF equipment or subassemblies	49
C0166	Isolate malfunctions within transmitters, other than target transmitters	48
C0190	Operationally check transmitters, other than target transmitters	48
C0213	Remove or replace transmitters	48
C0164	Isolate malfunctions within RF transmission lines	48
H0484	Set up or tear down portable PA systems	47
N0671	Inventory equipment, tools, parts, or supplies	47
C0187	Operationally check receivers, other than GPS	47
C0189	Operationally check transceivers	68
C0141	Align or adjust transceivers	66

* Average Number of Tasks Performed - 93

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ALL 2E153 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=1,080)
L0628	Conduct on-the-job training (OJT)	51
C0189	Operationally check transceivers	50
C0217	Solder communications equipment components, other than high-reliability soldering	49
N0671	Inventory equipment, tools, parts, or supplies	48
C0191	Operationally check UHF or VHF equipment	48
C0143	Align or adjust UHF or VHF equipment	46
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	45
C0167	Isolate malfunctions within UHF or VHF equipment	45
C0141	Align or adjust transceivers	44
C0165	Isolate malfunctions within transceivers	44
C0183	Operationally check power amplifiers	42
L0638	Maintain training records or files	41
J0569	Review preventive maintenance schedules	41
C0215	Remove or replace UHF or VHF equipment	41
C0162	Isolate malfunctions within receivers	40
C0212	Remove or replace transceivers	40
E0370	Bench check UHF or VHF transceivers or subassemblies	39
L0622	Counsel trainees on training progress	38
I0507	Fabricate RF cables	38
C0135	Align or adjust power amplifiers	38
E0338	Align UHF or VHF equipment or subassemblies	38
C0158	Isolate malfunctions within power amplifiers	38
J0571	Update maintenance data collection (MDC) data in CAMS or G081	37
I0508	Fire weapons for proficiency	37
C0219	Visually inspect station grounds	37
C0146	Fabricate test adapters/cables	37
N0670	Initiate requisitions for equipment, tools, parts, or supplies	36
C0209	Remove or replace receivers	36
N0666	Coordinate maintenance of equipment with appropriate agencies	35
J0568	Review maintenance records	35
E0389	Remove or replace UHF or VHF equipment or subassemblies	35
L0635	Evaluate progress of trainees	34
B0035	Assemble or wire equipment components for installation	34
K0580	Conduct self-inspections or self-assessments	34
I0504	Don or doff chemical warfare personal protective clothing	34
N0669	Identify and report equipment or supply problems	34
E0380	Remove or replace HF equipment or subassemblies	34
E0329	Align HF equipment or subassemblies	34
K0586	Determine or establish work assignments or priorities	33
C0127	Align or adjust exciters	33
J0563	Initiate or annotate maintenance records	32

* Average Number of Tasks Performed - 85

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY AD 2E153 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=895)
L0628	Conduct on-the-job training (OJT)	55
N0671	Inventory equipment, tools, parts, or supplies	50
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	47
C0217	Solder communications equipment components, other than high-reliability soldering	47
L0638	Maintain training records or files	46
C0189	Operationally check transceivers	46
J0569	Review preventive maintenance schedules	45
C0191	Operationally check UHF or VHF equipment	45
L0622	Counsel trainees on training progress	44
C0143	Align or adjust UHF or VHF equipment	43
C0167	Isolate malfunctions within UHF or VHF equipment	43
C0141	Align or adjust transceivers	43
J0571	Update maintenance data collection (MDC) data in CAMS or G081	42
C0183	Operationally check power amplifiers	42
C0165	Isolate malfunctions within transceivers	42
N0666	Coordinate maintenance of equipment with appropriate agencies	40
C0162	Isolate malfunctions within receivers	40
L0635	Evaluate progress of trainees	39
N0670	Initiate requisitions for equipment, tools, parts, or supplies	39
C0135	Align or adjust power amplifiers	39
J0568	Review maintenance records	38
K0580	Conduct self-inspections or self-assessments	38
K0583	Conduct supervisory performance feedback sessions	38
C0158	Isolate malfunctions within power amplifiers	38
C0215	Remove or replace UHF or VHF equipment	38
E0370	Bench check UHF or VHF transceivers or subassemblies	38
K0586	Determine or establish work assignments or priorities	37
E0338	Align UHF or VHF equipment or subassemblies	37
C0219	Visually inspect station grounds	37
C0212	Remove or replace transceivers	37
J0567	Retrieve CAMS or G081 listings or reports	36
N0669	Identify and report equipment or supply problems	36
K0584	Counsel subordinates concerning personal matters	36
C0146	Fabricate test adapters/cables	36
J0559	Analyze core automated maintenance system (CAMS) or G081 data	35
J0563	Initiate or annotate maintenance records	35
K0621	Write or indorse military performance reports	35
N0672	Issue or log turn-ins of equipment, tools, parts, or supplies	35
C0209	Remove or replace receivers	35
N0675	Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobility's or contingencies	34

* Average Number of Tasks Performed - 86

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ANG 2E153 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=145)
B0049	Install cabling (running and routing)	73
C0189	Operationally check transceivers	68
I0508	Fire weapons for proficiency	64
B0035	Assemble or wire equipment components for installation	63
C0191	Operationally check UHF or VHF equipment	63
I0510	Inspect mobility bags or kits	62
I0507	Fabricate RF cables	61
C0143	Align or adjust UHF or VHF equipment	60
C0215	Remove or replace UHF or VHF equipment	60
C0217	Solder communications equipment components, other than high-reliability soldering	58
C0212	Remove or replace transceivers	58
C0167	Isolate malfunctions within UHF or VHF equipment	56
C0141	Align or adjust transceivers	54
I0504	Don or doff chemical warfare personal protective clothing	53
E0370	Bench check UHF or VHF transceivers or subassemblies	53
C0165	Isolate malfunctions within transceivers	52
I0516	Lay electrical or communications cables	51
B0040	Install antenna couplers	50
I0533	Perform first-aid	50
I0506	Erect tents	49
B0086	Install multiple-channel UHF or VHF transceivers	48
I0509	Identify chemical warfare agents	47
I0539	Prepare equipment for deployments	47
E0338	Align UHF or VHF equipment or subassemblies	47
I0554	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	44
C0213	Remove or replace transmitters	44
I0525	Pack or palletize mobility or contingency equipment for shipment or movement	43
N0671	Inventory equipment, tools, parts, or supplies	43
B0083	Install multiple-channel UHF or VHF communications systems	42
I0549	Set up or tear down mobile antenna systems	42
E0389	Remove or replace UHF or VHF equipment or subassemblies	42
I0534	Perform pallet buildup activities	41
C0181	Operationally check LMR equipment	41
C0162	Isolate malfunctions within receivers	41
C0209	Remove or replace receivers	41
E0369	Bench check UHF or VHF receivers or subassemblies	40
E0353	Bench check HF transceivers or subassemblies	39
C0183	Operationally check power amplifiers	39
C0219	Visually inspect station grounds	38
I0527	Perform camouflage procedures	37
I0513	Install vehicle-mounted antenna systems	37

* Average Number of Tasks Performed - 83

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AFRC 2E153 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=40)
I0507	Fabricate RF cables	65
I0508	Fire weapons for proficiency	60
C0146	Fabricate test adapters/cables	60
I0504	Don or doff chemical warfare personal protective clothing	58
I0534	Perform pallet buildup activities	58
C0189	Operationally check transceivers	55
C0119	Align antenna couplers	55
C0165	Isolate malfunctions within transceivers	53
I0510	Inspect mobility bags or kits	53
C0141	Align or adjust transceivers	53
C0191	Operationally check UHF or VHF equipment	53
C0167	Isolate malfunctions within UHF or VHF equipment	53
I0539	Prepare equipment for deployments	53
C0162	Isolate malfunctions within receivers	53
C0215	Remove or replace UHF or VHF equipment	53
C0217	Solder communications equipment components, other than high-reliability soldering	53
C0143	Align or adjust UHF or VHF equipment	53
I0525	Pack or palletize mobility or contingency equipment for shipment or movement	48
C0212	Remove or replace transceivers	48
C0181	Operationally check LMR equipment	45
E0353	Bench check HF transceivers or subassemblies	45
H0479	Operationally check PA systems	45
B0035	Assemble or wire equipment components for installation	45
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	45
I0549	Set up or tear down mobile antenna systems	45
C0164	Isolate malfunctions within RF transmission lines	45
I0511	Inspect packed or palletized mobility or contingency equipment prior to transport	45
I0548	Set up or tear down field telephone systems	45
C0183	Operationally check power amplifiers	45
H0484	Set up or tear down portable PA systems	43
H0469	Align or adjust public address (PA) systems	43
E0329	Align HF equipment or subassemblies	43
E0380	Remove or replace HF equipment or subassemblies	43
I0516	Lay electrical or communications cables	43
C0205	Remove or replace power amplifiers	43
C0219	Visually inspect station grounds	43
E0351	Bench check HF power amplifiers or subassemblies	43
I0509	Identify chemical warfare agents	43
I0554	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	43
N0670	Initiate requisitions for equipment, tools, parts, or supplies	40
N0671	Inventory equipment, tools, parts, or supplies	40

* Average Number of Tasks Performed - 80

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2E133 AND 2E153 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2E133 (N=352)	DAFSC 2E153 (N=895)	DIFF
C0127 Align or adjust exciters	62.50	33.97	28.53
C0177 Operationally check exciters	61.08	32.74	28.34
E0369 Bench check UHF or VHF receivers or subassemblies	56.25	28.94	27.31
E0371 Bench check UHF or VHF transmitters or subassemblies	52.56	25.70	26.86
C0153 Isolate malfunctions within exciters	57.95	31.17	26.78
E0370 Bench check UHF or VHF transceivers or subassemblies	63.64	37.65	25.98
E0368 Bench check UHF or VHF power amplifiers or subassemblies	54.55	29.16	25.38
C0119 Align antenna couplers	59.09	34.30	24.79
C0166 Isolate malfunctions within transmitters, other than target transmitters	48.01	23.24	24.77
C0165 Isolate malfunctions within transceivers	66.48	42.12	24.35
L0622 Counsel trainees on training progress	3.98	43.58	-39.60
K0583 Conduct supervisory performance feedback sessions	.85	38.10	-37.25
L0638 Maintain training records or files	10.80	45.59	-34.79
K0621 Write or indorse military performance reports	.28	34.64	-34.35
K0584 Counsel subordinates concerning personal matters	1.99	35.98	-33.99
L0635 Evaluate progress of trainees	5.11	38.99	-33.88
K0617 Write recommendations for awards or decorations	.57	32.74	-32.17
K0603 Evaluate personnel for compliance with performance standards	2.56	32.63	-30.07
K0580 Conduct self-inspections or self-assessments	8.52	37.65	-29.13
L0624 Brief personnel concerning training programs or matters	4.26	32.07	-27.81
K0598 Establish performance standards for subordinates	2.56	30.28	-27.72

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2E153 AND ANG DAFSC 2E153 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2E153 (N=895)	ANG 2E153 (N=145)	DIFF
K0583 Conduct supervisory performance feedback sessions	38.10	3.45	34.65
K0621 Write or indorse military performance reports	34.64	.69	33.95
K0584 Counsel subordinates concerning personal matters	35.98	4.83	31.15
J0572 Update personnel data files in CAMS or G081	34.08	3.45	30.63
L0622 Counsel trainees on training progress	43.58	13.10	30.47
J0571 Update maintenance data collection (MDC) data in CAMS or G081	42.01	11.72	30.29
J0573 Update workcenter training reports in CAMS or G081	33.07	4.14	28.93
L0635 Evaluate progress of trainees	38.99	10.34	28.65
K0617 Write recommendations for awards or decorations	32.74	4.14	28.60
N0666 Coordinate maintenance of equipment with appropriate	39.78	11.72	28.05
B0049 Install cabling (running and routing)	24.80	73.10	-48.30
I0510 Inspect mobility bags or kits	23.69	62.07	-38.38
B0086 Install multiple-channel UHF or VHF transceivers	12.40	48.28	-35.87
B0035 Assemble or wire equipment components for installation	28.49	62.76	-34.27
B0040 Install antenna couplers	16.31	50.34	-34.03
I0516 Lay electrical or communications cables	17.99	51.03	-33.05
B0083 Install multiple-channel UHF or VHF communications systems	9.05	42.07	-33.02
I0508 Fire weapons for proficiency	31.62	64.14	-32.52
I0506 Erect tents	19.89	48.97	-29.08
B0065 Install LAN Category 5 systems	5.03	33.79	-28.77

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2E153 AND AFRC DAFSC 2E153 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2E153 (N=895)	AFRC 2E153 (N=40)	DIFF
K0586 Determine or establish work assignments or priorities	36.54	10.00	26.54
K0583 Conduct supervisory performance feedback sessions	38.10	5.00	33.10
J0571 Update maintenance data collection (MDC) data in CAMS or G081	42.01	10.00	32.01
J0567 Retrieve CAMS or G081 listings or reports	36.31	5.00	31.31
L0622 Counsel trainees on training progress	43.58	12.50	31.08
J0559 Analyze core automated maintenance system (CAMS) or G081 data	35.42	5.00	30.42
J0574 Verify accuracy of CAMS or G081 daily inputs	32.85	2.50	30.35
K0584 Counsel subordinates concerning personal matters	35.98	7.50	28.48
J0573 Update workcenter training reports in CAMS or G081	33.07	5.00	28.07
J0569 Review preventive maintenance schedules	45.47	17.50	27.97
I0534 Perform pallet buildup activities	18.66	57.50	-38.84
I0548 Set up or tear down field telephone systems	7.26	45.00	-37.74
I0507 Fabricate RF cables	33.18	65.00	-31.82
I0510 Inspect mobility bags or kits	23.69	52.50	-28.81
I0508 Fire weapons for proficiency	31.62	60.00	-28.38
I0539 Prepare equipment for deployments	24.13	52.50	-28.37
I0504 Don or doff chemical warfare personal protective clothing	29.27	57.50	-28.23
I0525 Pack or palletize mobility or contingency equipment for shipment or movement	20.00	47.50	-27.50
I0511 Inspect packed or palletized mobility or contingency equipment prior to transport	18.32	45.00	-26.68
I0549 Set up or tear down mobile antenna systems	18.32	45.00	-26.68

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSC 2E153 AND AFRC DAFSC 2E153 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2E153 (N=145)	AFRC 2E153 (N=40)	DIFF
B0049 Install cabling (running and routing)	73.10	20.00	53.10
B0086 Install multiple-channel UHF or VHF transceivers	48.28	20.00	28.28
B0083 Install multiple-channel UHF or VHF communications systems	42.07	15.00	27.07
I0533 Perform first aid	49.66	25.00	24.66
E0370 Bench check UHF or VHF transceivers or subassemblies	53.10	30.00	23.10
B0087 Install multiple-channel UHF or VHF transmitters	31.03	10.00	21.03
E0371 Bench check UHF or VHF transmitters or subassemblies	35.86	15.00	20.86
B0085 Install multiple-channel UHF or VHF receivers	33.10	12.50	20.60
C0146 Fabricate test adapters/cables	35.86	60.00	-24.14
N0667 Develop equipment checklists	13.10	35.00	-21.90
I0548 Set up or tear down field telephone systems	23.45	45.00	-21.55
C0119 Align antenna couplers	33.79	55.00	-21.21
N0670 Initiate requisitions for equipment, tools, parts, or supplies	20.00	40.00	-20.00

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ALL 2E173 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=651)
K0586	Determine or establish work assignments or priorities	62
K0617	Write recommendations for awards or decorations	61
K0603	Evaluate personnel for compliance with performance standards	60
K0584	Counsel subordinates concerning personal matters	60
K0578	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	59
K0580	Conduct self-inspections or self-assessments	58
K0607	Inspect personnel for compliance with military standards	57
L0628	Conduct on-the-job training (OJT)	54
K0585	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	53
K0583	Conduct supervisory performance feedback sessions	53
L0638	Maintain training records or files	53
L0622	Counsel trainees on training progress	53
K0621	Write or indorse military performance reports	51
L0635	Evaluate progress of trainees	51
K0576	Assign personnel to work areas or duty positions	51
K0591	Evaluate personnel for promotion, demotion, reclassification, or special awards	51
K0579	Conduct safety inspections of equipment or facilities	51
K0598	Establish performance standards for subordinates	51
K0582	Conduct supervisory orientations for newly assigned personnel	51
K0618	Write replies to inspection reports	50
L0624	Brief personnel concerning training programs or matters	49
L0629	Determine training requirements	49
K0593	Develop or establish work schedules	49
K0608	Interpret policies, directives, or procedures for subordinates	48
K0602	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	47
K0592	Develop or establish work methods or procedures	47
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	47
K0614	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	46
N0671	Inventory equipment, tools, parts, or supplies	46
K0601	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	45
J0568	Review maintenance records	45
M0655	Maintain administrative files	44
N0669	Identify and report equipment or supply problems	44
K0597	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	43
J0569	Review preventive maintenance schedules	43
K0605	Initiate actions required due to substandard performance of personnel	43
K0600	Evaluate inspection report findings or inspection procedures	42

* Average Number of Tasks Performed - 91

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY AD 2E173 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=437)
K0617 Write recommendations for awards or decorations	73
K0578 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	72
K0603 Evaluate personnel for compliance with performance standards	71
K0584 Counsel subordinates concerning personal matters	70
K0621 Write or indorse military performance reports	68
K0583 Conduct supervisory performance feedback sessions	68
K0586 Determine or establish work assignments or priorities	67
K0607 Inspect personnel for compliance with military standards	65
K0580 Conduct self-inspections or self-assessments	63
K0618 Write replies to inspection reports	62
K0585 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	62
K0598 Establish performance standards for subordinates	62
K0608 Interpret policies, directives, or procedures for subordinates	60
K0582 Conduct supervisory orientations for newly assigned personnel	60
K0614 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	59
K0576 Assign personnel to work areas or duty positions	58
K0591 Evaluate personnel for promotion, demotion, reclassification, or special awards	57
L0622 Counsel trainees on training progress	56
K0593 Develop or establish work schedules	56
K0600 Evaluate inspection report findings or inspection procedures	54
L0635 Evaluate progress of trainees	54
K0579 Conduct safety inspections of equipment or facilities	54
K0605 Initiate actions required due to substandard performance of personnel	54
K0592 Develop or establish work methods or procedures	53
L0638 Maintain training records or files	52
K0597 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	52
M0655 Maintain administrative files	51
L0624 Brief personnel concerning training programs or matters	51
L0629 Determine training requirements	51
K0602 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	51
K0601 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	51
K0577 Assign sponsors for newly assigned personnel	51
K0611 Review budget requirements	50
K0594 Draft budget requirements	50
K0612 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	49
L0628 Conduct on-the-job training (OJT)	49

* Average Number of Tasks Performed -79

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG 2E173 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=171)
I0508	Fire weapons for proficiency	71
L0628	Conduct on-the-job training (OJT)	68
I0504	Don or doff chemical warfare personal protective clothing	66
B0035	Assemble or wire equipment components for installation	66
C0191	Operationally check UHF or VHF equipment	65
C0143	Align or adjust UHF or VHF equipment	64
I0507	Fabricate RF cables	63
B0049	Install cabling (running and routing)	61
C0215	Remove or replace UHF or VHF equipment	61
C0189	Operationally check transceivers	59
C0167	Isolate malfunctions within UHF or VHF equipment	59
I0510	Inspect mobility bags or kits	58
I0539	Prepare equipment for deployments	57
B0036	Conduct installation site surveys	57
N0671	Inventory equipment, tools, parts, or supplies	56
C0165	Isolate malfunctions within transceivers	56
C0217	Solder communications equipment components, other than high-reliability soldering	56
L0638	Maintain training records or files	54
C0212	Remove or replace transceivers	54
E0370	Bench check UHF or VHF transceivers or subassemblies	54
I0516	Lay electrical or communications cables	53
C0219	Visually inspect station grounds	53
I0506	Erect tents	51
K0586	Determine or establish work assignments or priorities	51
C0181	Operationally check LMR equipment	51
I0509	Identify chemical warfare agents	50
C0141	Align or adjust transceivers	50
E0389	Remove or replace UHF or VHF equipment or subassemblies	50
I0533	Perform first aid	50
I0511	Inspect packed or palletized mobility or contingency equipment prior to transport	48
B0086	Install multiple-channel UHF or VHF transceivers	48
H0479	Operationally check PA systems	48
I0534	Perform pallet buildup activities	47
B0040	Install antenna couplers	47
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	47
K0579	Conduct safety inspections of equipment or facilities	47
I0554	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	47
I0525	Pack or palletize mobility or contingency equipment for shipment or movement	47
C0146	Fabricate test adapters/cables	47
E0338	Align UHF or VHF equipment or subassemblies	47
L0622	Counsel trainees on training progress	46

* Average Number of Tasks Performed - 119

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY AFRC 2E173 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=43)	
I0504	Don or doff chemical warfare personal protective clothing	81
I0510	Inspect mobility bags or kits	81
C0189	Operationally check transceivers	72
E0353	Bench check HF transceivers or subassemblies	72
I0508	Fire weapons for proficiency	72
I0507	Fabricate RF cables	72
I0509	Identify chemical warfare agents	70
I0539	Prepare equipment for deployments	67
I0534	Perform pallet buildup activities	67
E0351	Bench check HF power amplifiers or subassemblies	65
C0165	Isolate malfunctions within transceivers	65
C0119	Align antenna couplers	63
K0580	Conduct self-inspections or self-assessments	63
E0329	Align HF equipment or subassemblies	60
C0141	Align or adjust transceivers	60
I0511	Inspect packed or palletized mobility or contingency equipment prior to transport	60
E0380	Remove or replace HF equipment or subassemblies	60
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	60
I0554	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	60
N0671	Inventory equipment, tools, parts, or supplies	60
I0533	Perform first aid	60
L0622	Counsel trainees on training progress	58
C0183	Operationally check power amplifiers	56
L0628	Conduct on-the-job training (OJT)	56
I0525	Pack or palletize mobility or contingency equipment for shipment or movement	56
J0569	Review preventive maintenance schedules	56
N0670	Initiate requisitions for equipment, tools, parts, or supplies	56
C0181	Operationally check LMR equipment	56
I0506	Erect tents	56
C0135	Align or adjust power amplifiers	53
I0528	Perform chemical warfare agent decontamination procedures	53
N0669	Identify and report equipment or supply problems	53
I0549	Set up or tear down mobile antenna systems	53
C0217	Solder communications equipment components, other than high-reliability soldering	53
K0586	Determine or establish work assignments or priorities	51
L0629	Determine training requirements	51
K0602	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	51
K0621	Write or indorse military performance reports	51
D0266	Operationally check antenna couplers	49
L0638	Maintain training records or files	49
I0526	Participate in mobility exercise planning meetings	49

* Average Number of Tasks Performed -98

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2E153 AND 2E173 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2E153 (N=895)	DAFSC 2E173 (N=437)	DIFF
C0217 Solder communications equipment components, other than soldering	47.15	21.28	25.87
C0189 Operationally check transceivers	46.37	21.51	24.86
C0183 Operationally check power amplifiers	42.46	18.99	23.46
C0191 Operationally check UHF or VHF equipment	45.47	22.20	23.28
C0167 Isolate malfunctions within UHF or VHF equipment	42.79	19.68	23.11
C0141 Align or adjust transceivers	42.57	20.14	22.43
C0143 Align or adjust UHF or VHF equipment	43.02	20.59	22.42
C0162 Isolate malfunctions within receivers	39.66	17.39	22.27
C0165 Isolate malfunctions within transceivers	42.12	19.91	22.21
K0578 Conduct general meetings, such as staff meetings,	24.25	71.85	-47.61
K0611 Review budget requirements	9.27	50.34	-41.07
K0614 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	18.77	58.81	-40.04
K0617 Write recommendations for awards or decorations	32.74	72.54	-39.80
K0576 Assign personnel to work areas or duty positions	19.22	57.89	-38.68
K0585 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	23.02	61.56	-38.54
K0618 Write replies to inspection reports	23.80	62.24	-38.44
K0603 Evaluate personnel for compliance with performance standards	32.63	70.94	-38.31
K0594 Draft budget requirements	11.51	49.66	-38.15
K0612 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	11.17	49.20	-38.03
K0577 Assign sponsors for newly assigned personnel	13.30	50.80	-37.50

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2E173 AND ANG DAFSC 2E173 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2E173 (N=437)	ANG 2E173 (N=171)	DIFF
K0621 Write or indorse military performance reports	68.19	8.19	60.01
K0583 Conduct supervisory performance feedback sessions	68.19	17.54	50.65
K0618 Write replies to inspection reports	62.24	21.05	41.19
K0578 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	71.85	32.16	39.69
K0614 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	58.81	19.30	39.51
K0617 Write recommendations for awards or decorations	72.54	33.33	39.21
K0594 Draft budget requirements	49.66	10.53	39.13
K0598 Establish performance standards for subordinates	62.24	23.98	38.27
K0603 Evaluate personnel for compliance with performance standards	70.94	33.33	37.60
K0612 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	49.20	11.70	37.50
I0539 Prepare equipment for deployments	17.62	57.31	-39.69
I0504 Don or doff chemical warfare personal protective clothing	25.86	65.50	-39.64
C0167 Isolate malfunctions within UHF or VHF equipment	19.68	59.06	-39.38
B0083 Install multiple-channel UHF or VHF communications systems	3.66	42.69	-39.03
B0036 Conduct installation site surveys	18.76	57.31	-38.55
C0181 Operationally check LMR equipment	12.36	50.88	-38.52
B0065 Install LAN Category 5 systems	4.35	42.11	-37.76
B0040 Install antenna couplers	9.15	46.78	-37.63
C0189 Operationally check transceivers	21.51	59.06	-37.55
E0370 Bench check UHF or VHF transceivers or subassemblies	17.39	54.39	-36.99

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2E173 AND AFRC DAFSC 2E173 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2E173 (N=437)	AFRC 2E173 (N=43)	DIFF
K0577 Assign sponsors for newly assigned personnel	50.80	20.93	29.87
K0596 Draft supplements or changes to directives, such as	37.76	9.30	28.46
K0614 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	58.81	18.60	40.21
K0611 Review budget requirements	50.34	13.95	36.39
K0578 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	71.85	37.21	34.64
K0608 Interpret policies, directives, or procedures for subordinates	59.50	25.58	33.92
K0594 Draft budget requirements	49.66	16.28	33.38
K0612 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	49.20	16.28	32.92
K0605 Initiate actions required due to substandard performance of personnel	53.78	20.93	32.85
K0600 Evaluate inspection report findings or inspection procedures	53.78	20.93	32.85
E0353 Bench check HF transceivers or subassemblies	13.96	72.09	-58.13
I0504 Don or doff chemical warfare personal protective clothing	25.86	81.40	-55.54
I0507 Fabricate RF cables	17.39	72.09	-54.70
E0351 Bench check HF power amplifiers or subassemblies	11.44	65.12	-53.67
I0509 Identify chemical warfare agents	17.85	69.77	-51.92
I0534 Perform pallet buildup activities	15.79	67.44	-51.65
C0189 Operationally check transceivers	21.51	72.09	-50.58
I0539 Prepare equipment for deployments	17.62	67.44	-49.82
C0119 Align antenna couplers	15.33	62.79	-47.46

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs 2E153 AND 2E173 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2E153 (N=145)	ANG 2E173 (N=171)	DIFF
L0628 Conduct on-the-job training (OJT)	30.34	67.84	-37.49
L0638 Maintain training records or files	17.93	54.39	-36.45
K0586 Determine or establish work assignments or priorities	15.86	50.88	-35.02
L0635 Evaluate progress of trainees	10.34	45.03	-34.68
K0591 Evaluate personnel for promotion, demotion, reclassification, or special awards	3.45	38.01	-34.56
L0624 Brief personnel concerning training programs or matters	11.03	44.44	-33.41
K0607 Inspect personnel for compliance with military standards	7.59	40.94	-33.35
L0622 Counsel trainees on training progress	13.10	46.20	-33.10
K0584 Counsel subordinates concerning personal matters	4.83	36.26	-31.43
L0629 Determine training requirements	12.41	42.69	-30.28
K0598 Establish performance standards for subordinates	5.52	23.98	-18.46
K0582 Conduct supervisory orientations for newly assigned	9.66	28.07	-18.42
C0203 Remove or replace LMR equipment	22.76	40.94	-18.18
E0373 Perform corrosion prevention on GRCE	24.83	42.69	-17.86
F0417 Bench check transformers	13.79	31.58	-17.79
K0618 Write replies to inspection reports	3.45	21.05	-17.60
L0623 Administer or score tests	3.45	21.05	-17.60
B0112 Install television/cable systems (commercial equipment)	11.72	29.24	-17.52
M0651 Initiate requests for TDY orders	4.83	22.22	-17.39
K0614 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	2.07	19.30	-17.23

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSCs 2E153 AND 2E173 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2E153 (N=40)	AFRC 2E173 (N=43)	DIFF
C0162 Isolate malfunctions within receivers	52.50	25.58	26.92
C0142 Align or adjust transmitters, other than target transmitters	30.00	6.98	23.02
C0166 Isolate malfunctions within transmitters, other than target transmitters	27.50	4.65	22.85
C0177 Operationally check exciters	35.00	13.95	21.05
C0146 Fabricate test adapters/cables	60.00	39.53	20.47
I0550 Set up or tear down mobile communications vans	25.00	4.65	20.35
L0622 Counsel trainees on training progress	12.50	58.14	-45.64
K0583 Conduct supervisory performance feedback sessions	5.00	46.51	-41.51
L0629 Determine training requirements	10.00	51.16	-41.16
K0586 Determine or establish work assignments or priorities	10.00	51.16	-41.16
K0621 Write or indorse military performance reports	10.00	51.16	-41.16
K0580 Conduct self-inspections or self-assessments	22.50	62.79	-40.29
K0585 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	2.50	41.86	-39.36
K0576 Assign personnel to work areas or duty positions	7.50	46.51	-39.01
K0602 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	12.50	51.16	-38.66
J0569 Review preventive maintenance schedules	17.50	55.81	-38.31
K0584 Counsel subordinates concerning personal matters	7.50	44.19	-36.69
K0582 Conduct supervisory orientations for newly assigned personnel	10.00	46.51	-36.51
K0617 Write recommendations for awards or decorations	10.00	46.51	-36.51

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs 2E173 AND AFRC DAFSC 2E173 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2E173 (N=171)	AFRC 2E173 (N=43)	DIFF
B0070 Install multiple-channel FM communications systems	30.99	4.65	26.34
B0037 Inspect completed installations of GRCE	43.86	18.60	25.25
B0086 Install multiple-channel UHF or VHF transceivers	47.95	13.95	34.00
B0036 Conduct installation site surveys	57.31	25.58	31.73
B0059 Install fixed antenna systems	45.61	13.95	31.66
B0083 Install multiple-channel UHF or VHF communications systems	42.69	11.63	31.06
B0035 Assemble or wire equipment components for installation	65.50	34.88	30.61
D0285 Operationally check land lines	42.11	11.63	30.48
B0067 Install LAN equipment	40.94	11.63	29.31
B0065 Install LAN Category 5 systems	42.11	13.95	28.15
K0621 Write or indorse military performance reports	8.19	51.16	-42.98
C0119 Align antenna couplers	28.07	62.79	-34.72
E0353 Bench check HF transceivers or subassemblies	39.77	72.09	-32.33
E0351 Bench check HF power amplifiers or subassemblies	35.67	65.12	-29.44
K0583 Conduct supervisory performance feedback sessions	17.54	46.51	-28.97
E0329 Align HF equipment or subassemblies	32.16	60.47	-28.30
I0510 Inspect mobility bags or kits	57.89	81.40	-23.50
J0565 Maintain due-in-from-maintenance (DIFM) transaction reports	16.37	37.21	-20.84
I0502 Develop mobility inspection checklists	23.39	44.19	-20.79
I0534 Perform pallet buildup activities	46.78	67.44	-20.66

TRAINING ANALYSIS

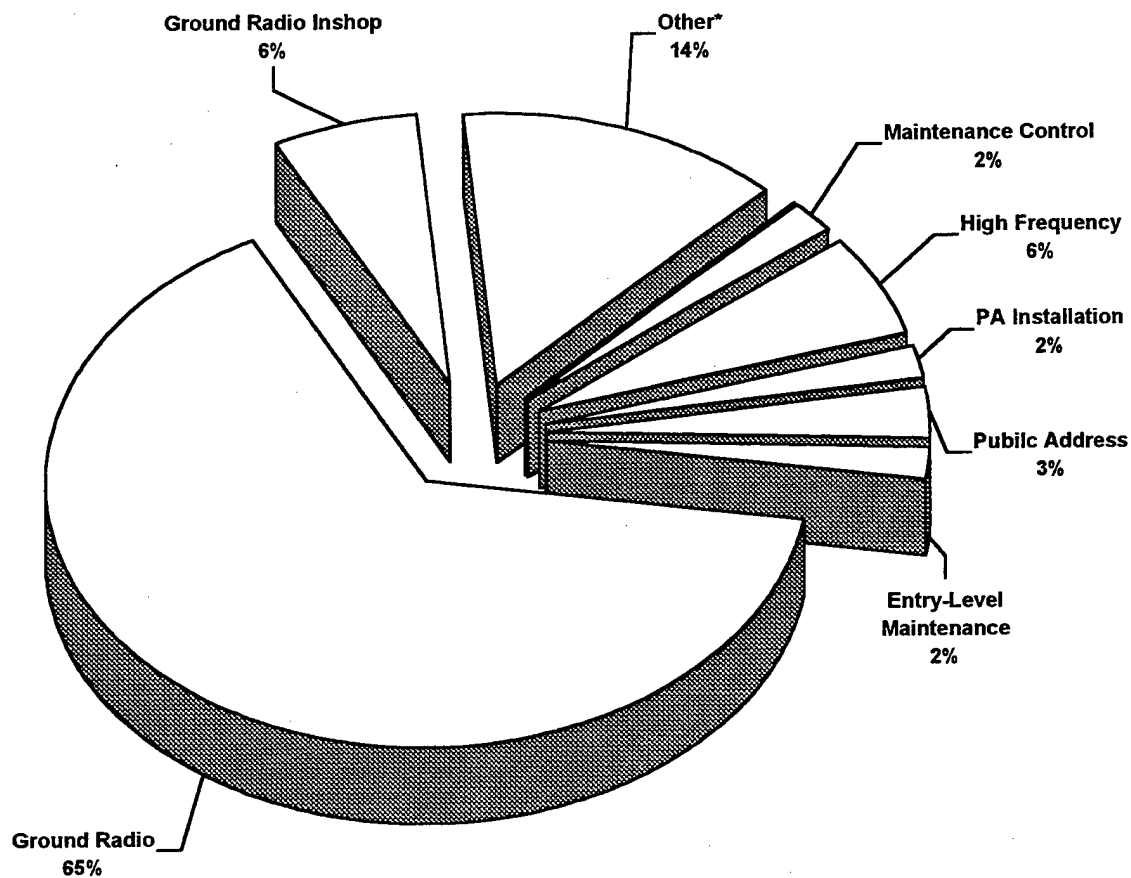
Occupational survey data are one of many sources of information, which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 421 members in their first enlistment (1-48 months TAFMS), representing 20 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Most of their duty time is spent on technical activities. Table 31 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend 71 percent of their time performing the technical tasks of Duties B-F. First-enlistment personnel are primarily employed in the General Ground Radio Maintenance Job.

Table 32 lists representative tasks performed by first-enlistment personnel. Most involve removing or installing components, operationally checking systems, or servicing systems. Table 33 lists the percent time spent on duties by DAFSC 2E1X3 personnel in their conventional definition of first job, 1-24 months TAFMS. Table 34 lists the representative tasks performed by these first job personnel.

**DISTRIBUTION OF 2E1X3 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 421)**



*Other includes: Munitions Support, LMR Manager, Maintenance Supply, Manager/Supervisor, Quality Assurance

FIGURE 2

TABLE 31

RELATIVE PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=421)

DUTIES	PERCENT TIME SPENT
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	1
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	6
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENANCE	33
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	9
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	12
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	11
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	1
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	6
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	7
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L PERFORMING TRAINING ACTIVITIES	1
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY AFSC 2E1X3
FIRST-ENLISTMENT PERSONNEL
(N=421)

TASKS	PERCENT MEMBERS PERFORMING	
C0189	Operationally check transceivers	68
C0141	Align or adjust transceivers	67
C0143	Align or adjust UHF or VHF equipment	66
C0191	Operationally check UHF or VHF equipment	66
C0167	Isolate malfunctions within UHF or VHF equipment	66
C0165	Isolate malfunctions within transceivers	66
C0217	Solder communications equipment components, other than high-reliability soldering	64
C0162	Isolate malfunctions within receivers	63
E0370	Bench check UHF or VHF transceivers or subassemblies	63
C0183	Operationally check power amplifiers	60
C0135	Align or adjust power amplifiers	60
C0158	Isolate malfunctions within power amplifiers	58
E0338	Align UHF or VHF equipment or subassemblies	58
C0127	Align or adjust exciters	57
C0177	Operationally check exciters	57
E0389	Remove or replace UHF or VHF equipment or subassemblies	56
C0119	Align antenna couplers	56
F0442	Remove or replace resistors	55
C0212	Remove or replace transceivers	55
C0153	Isolate malfunctions within exciters	54
C0209	Remove or replace receivers	54
E0369	Bench check UHF or VHF receivers or subassemblies	53
C0215	Remove or replace UHF or VHF equipment	53
F0410	Bench check resistors	52
E0368	Bench check UHF or VHF power amplifiers or subassemblies	51
C0187	Operationally check receivers, other than GPS	49
C0140	Align or adjust recorders, reproducers, or recorders-reproducers	49
E0329	Align HF equipment or subassemblies	49
C0163	Isolate malfunctions within recorders, reproducers, or recorders-reproducers	49
E0371	Bench check UHF or VHF transmitters or subassemblies	49
F0395	Bench check capacitors	49
F0427	Remove or replace capacitors	49
C0164	Isolate malfunctions within RF transmission lines	49
H0479	Operationally check PA systems	48
N0671	Inventory equipment, tools, parts, or supplies	48
C0188	Operationally check recorders, reproducers, or recorders-reproducers	48
C0213	Remove or replace transmitters	47
C0142	Align or adjust transmitters, other than target transmitters	45
C0190	Operationally check transmitters, other than target transmitters	45

* Average Number of Tasks Performed - 91

TABLE 33

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2E1X3
 FIRST JOB (1-24 MONTHS) PERSONNEL
 (N=140)

DUTIES	PERCENT TIME SPENT
A PERFORMING CONTRACT ADMINISTRATION ACTIVITIES SUCH AS FOR GRCE, ADPE, AND LMRs	*
B INSTALLING GROUND RADIO COMMUNICATIONS EQUIPMENT AND AUXILIARY EQUIPMENT	6
C PERFORMING GENERAL GROUND RADIO COMMUNICATIONS EQUIPMENT MAINTENACE	35
D PERFORMING LINE REPLACEABLE UNIT LEVEL MAINTENANCE	9
E PERFORMING SUBASSEMBLY LEVEL MAINTENANCE	12
F PERFORMING COMPONENT LEVEL TROUBLESHOOTING OR FAULT ISOLATION ACTIVITIES	12
G MAINTAINING MISSILE OR ALERT RADIO COMMUNICATIONS SYSTEMS AND EQUIPMENT	1
H INSTALLING AND MAINTAINING PUBLIC ADDRESS SYSTEMS	9
I PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	5
J PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L PERFORMING TRAINING ACTIVITIES	1
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3

* Less than 1 percent

TABLE 34

REPRESENTATIVE TASKS PERFORMED BY AFSC 2E1X3
FIRST JOB (1-24 MONTHS) PERSONNEL
(N=140)

TASKS	PERCENT MEMBERS PERFORMING
C0141 Align or adjust transceivers	72
C0189 Operationally check transceivers	71
C0165 Isolate malfunctions within transceivers	71
C0191 Operationally check UHF or VHF equipment	67
C0143 Align or adjust UHF or VHF equipment	67
C0183 Operationally check power amplifiers	66
C0162 Isolate malfunctions within receivers	65
C0167 Isolate malfunctions within UHF or VHF equipment	65
E0370 Bench check UHF or VHF transceivers or subassemblies	65
C0217 Solder communications equipment components, other than high-reliability soldering	61
C0135 Align or adjust power amplifiers	61
C0119 Align antenna couplers	61
E0338 Align UHF or VHF equipment or subassemblies	60
C0177 Operationally check exciters	59
C0158 Isolate malfunctions within power amplifiers	59
E0389 Remove or replace UHF or VHF equipment or subassemblies	59
E0369 Bench check UHF or VHF receivers or subassemblies	59
F0442 Remove or replace resistors	58
H0479 Operationally check PA systems	57
C0127 Align or adjust exciters	57
C0153 Isolate malfunctions within exciters	57
E0368 Bench check UHF or VHF power amplifiers or subassemblies	56
H0484 Set up or tear down portable PA systems	55
C0209 Remove or replace receivers	55
F0410 Bench check resistors	55
C0140 Align or adjust recorders, reproducers, or recorders-reproducers	54
C0215 Remove or replace UHF or VHF equipment	54
E0371 Bench check UHF or VHF transmitters or subassemblies	54
C0188 Operationally check recorders, reproducers, or recorders-reproducers	52
F0427 Remove or replace capacitors	52
C0212 Remove or replace transceivers	52
C0163 Isolate malfunctions within recorders, reproducers, or recorders-reproducers	51
H0469 Align or adjust public address (PA) systems	50
C0142 Align or adjust transmitters, other than target transmitters	49
C0190 Operationally check transmitters, other than target transmitters	48

* Average Number of Tasks Performed - 83

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 35 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see selected high rated tasks presented in Table 36). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table 35 presents tasks with the highest TE ratings for AFSC 2E1X3 first-enlistment airmen, while Table 36 displays those tasks AFSC 2E1X3 raters judged to be most difficult to learn. For example, TE raters (refer to Table 35) reported that tasks such as operationally checking UHF and VHF equipment systems require a lot of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Table 36 shows TD raters reported writing SOW's to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, these tasks would be inappropriate for including in a resident curriculum and is more appropriately taught as an OJT item.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF*
		1ST JOB (N=140)	1ST ENL (N=421)	
C0191	6.69	67	66	4.16
C0165	6.31	71	66	6.53
C0141	6.31	72	67	5.94
C0189	6.29	71	68	4.20
C0162	6.27	65	63	5.89
C0167	6.25	65	66	6.29
C0143	6.24	67	66	5.63
C0217	6.12	61	64	4.18
E0370	6.10	65	63	5.92
C0147	6.06	46	40	6.65
E0371	6.06	54	49	5.90
C0183	5.88	66	60	4.06
C0188	5.84	52	48	4.18
E0368	5.82	56	51	5.84
C0164	5.82	47	49	5.14
C0177	5.82	59	57	4.10
C0163	5.82	51	49	6.79
C0171	5.80	44	39	4.56
E0369	5.76	59	53	5.80
E0338	5.75	60	58	6.04
C0166	5.71	46	44	6.30
C0158	5.69	59	58	6.40

* Mean TE Rating is 2.43, and Standard Deviation is 1.48 (High TE =3.91)

** Average TD Rating is 5.00

TABLE 36

TASKS RATED HIGHEST IN TASK DIFFICULTY
(FIRST JOB, FIRST ENLISTMENT, AND TAFMS GROUPS)

TASKS	TASK	1ST JOB	PERCENT MEMBERS PERFORMING							TNG	
			DIFF	1ST ENL	3-SKL		5-SKL		7-SKL		
					(N=140)	(N=421)	(N=352)	(N=895)	(N=437)		EMP
A0034	Write SOWs	3	3	3	3	6	10	.29			
A0003	Develop GRCE contract management indexes	2	1	2	4	6	.10				
A0005	Draft GRCE contract management amendments or changes	3	2	2	6	7	.18				
B0050	Install communication consoles, including launch control consoles	4	4	5	5	4	2.24				
G0454	Align or adjust survivable low-frequency communications systems (SLFCSs)	3	3	3	2	1	2.08				
I0499	Determine cost factors for support agreements	0	0	0	1	5	.43				
A0020	Prepare contract movement orders to, from, or between overseas locations	3	2	3	2	3	.12				
K0595	Draft host-tenant or interservice agreements	0	0	0	3	16	.29				
A0006	Draft inputs to performance work statements	2	2	3	7	16	.53				
A0002	Certify commercial service contracts for GRCE	3	3	3	7	10	.12				
A0031	Review contract management responsibility transfers	1	1	1	3	4	.16				
A0008	Draft inputs to statements of work	3	3	3	7	19	.49				
A0010	Initiate GRCE contract renewal actions	3	3	3	6	8	.25				
A0024	Process GRCE contract renewal actions	4	3	3	4	4	.25				
A0030	Research SOWs	1	1	1	5	11	.43				
A0007	Draft inputs to project support agreements	2	2	3	7	18	.43				
C0152	Isolate malfunctions within independent/single sideband equip	21	20	21	9	3	1.92				
E0331	Align master timing system subassemblies	1	2	3	2	0	2.33				
C0155	Isolate malfunctions within independent/single sideband equip	22	25	26	20	10	4.33				

Average TD Rating is 5.00

Course Training Standard (CTS)

A comprehensive review of CTS 2E1X3, dated June 1998, compared CTS items to survey data (based on the previously mentioned assistance from subject-matter experts in matching JI tasks to CTS elements). CTS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the CTS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS).

Overall, the CTS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential paragraphs or subparagraphs. Some elements with no proficiency codes have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic Ground Radio course (Table 37).

Tasks not referenced to any element of the CTS are listed at the end of the CTS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks performed by 20 percent or more respondents of the CTS target groups, but which were not referenced to any CTS element, are displayed in Table 38. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the CTS is justified.

TABLE 37

EXAMPLES OF TECHNICAL TASKS PERFORMED BY FEWER THAN
20 PERCENT AND REFERENCED TO THE CTS

TASKS	PERCENT MEMBERS PERFORMING					TNG EMP	TASK DIFF
	1ST	1ST	3-SKL				
	JOB (N=140)	ENL (N=421)	LVL (N=352)				
14.1	Know basic concepts of light wave communication and fiber optics						
B0058	5	5	6	2.59	6.40		
D0310	2	2	6	2.86	4.93		
16.2	Prepare transportable radio systems and accessories for operation at the deployed location						
I0557	7	17	17	2.73	3.16		
I0550	3	8	7	3.78	5.41		
	Visually inspect mobile antenna systems						
	Set up or tear down mobile communications vans						

* Mean TE Rating is 2.43, and Standard Deviation is 1.48 (High TE =3.91)

** Average TD Rating is 5.00

TABLE 38

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE CTS

TASKS	PERCENT MEMBERS PERFORMING				TNG EMP	TASK DIFF
	1ST JOB (N=140)	1ST ENL (N=421)	3-SKL LVL (N=352)			
B0035	37	38	41	4.63	5.41	
C0119	61	56	59	4.90	5.67	
C0146	44	45	46	5.37	4.76	
C0162	65	63	63	6.27	5.89	
C0166	46	44	48	5.71	6.30	
Assemble or wire equipment components for installation						
Align antenna couplers						
Fabricate test adapters/cables						
Isolate malfunctions within receivers						
Isolate malfunctions within transmitters, other than target transmitters						
C0187	45	49	47	5.18	3.93	
D0238	31	29	32	3.35	3.70	
D0266	33	41	41	4.90	4.11	
D0267	36	33	36	3.75	2.91	
C0217	61	64	61	6.12	4.18	
Solder equipment components other than high-reliability equip						

* Mean TE Rating is 2.43, and Standard Deviation is 1.48 (High TE =3.91)

** Average TD Rating is 5.00

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 39 presents job satisfaction data for AFSC 2E1X3 TAFMS groups, together with TAFMS data for a comparative sample of Logistics career ladders surveyed in 1998. Across all three TAFMS groups, the 2E1X3 personnel rated perceptions of job interest, utilization of talents, and sense of accomplishment gained from work are slightly lower than the comparative sample. All TAFMS groups rated the utilization of training lower than the comparative sample. Reenlistment intentions are rated lower for 2E1X3 personnel than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 40, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest and perceived utilization of talents are lower than the previous survey across all TAFMS groups. The first enlistment and career groups rated utilization of training lower than the previous survey, while the second enlistment group was rated much lower. Reenlistment intentions for first- and second-enlistment airmen are much lower than the previous survey. Although the career airmen's intentions are much lower than the previous survey, they are higher than the first and second enlistment intentions.

In Table 41, a review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals very low satisfaction ratings for the Public Address Installation, Contingency, LMR Manager and Munitions Support jobs. It is not surprising to note the Management job and the Training job show relatively higher ratings than the other jobs.

TABLE 39

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
1999 2E1X3 (N=421)	COMP SAMPLE (N=6,925)	1999 2E1X3 (N=306)	COMP SAMPLE (N=4,542)	1999 2E1X3 (N=957)	COMP SAMPLE (N=13,536)
69	67	62	67	70	73
19	19	22	19	18	17
12	14	17	14	12	10
11	12	9	15	13	17
71	63	67	63	69	64
18	25	24	23	18	18
16	16	8	14	8	14
64	69	59	65	60	62
20	16	32	22	32	24
68	66	64	65	66	69
16	17	12	14	12	12
16	17	24	21	22	19
43	47	52	61	61	69
56	51	47	38	10	10
0	2	0	1	28	21

EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

PERCEIVED UTILIZATION OF TALENTS:

EXCELLENT TO PERFECT

FAIRLY TO FAIRLY WELL

NOT AT ALL/VERY LITTLE

PERCEIVED UTILIZATION OF TRAINING:

EXCELLENT TO PERFECT

FAIRLY TO FAIRLY WELL

NOT AT ALL/VERY LITTLE

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

PLAN TO RETIRE

TABLE 40

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 2E1X3 (N=421)	1994 2E1X3 (N=287)	1999 2E1X3 (N=306)	1994 2E1X3 (N=626)	1999 2E1X3 (N=957)	1994 2E1X3 (N=1,337)
EXPRESSED JOB INTEREST:						
INTERESTING	69	82	62	75	70	77
SO-SO	19	10	22	14	18	14
DULL	12	8	17	11	12	9
PERCEIVED UTILIZATION OF TALENTS:						
EXCELLENT TO PERFECT	11	**	9	**	13	**
FAIRLY TO FAIRLY WELL	71	87	67	81	69	82
NOT AT ALL/VERY LITTLE	18	13	24	19	18	18
PERCEIVED UTILIZATION OF TRAINING:						
EXCELLENT TO PERFECT	16	**	8	**	8	**
FAIRLY TO FAIRLY WELL	64	90	59	77	60	79
NOT AT ALL/VERY LITTLE	20	10	32	23	32	21
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	68	79	64	70	66	70
NEUTRAL	16	12	12	10	12	10
DISSATISFIED	16	9	24	20	22	20
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	43	73	52	77	61	73
NO, OR PROBABLY NO	56	27	47	23	10	7
PLAN TO RETIRE	0	0	0	0	28	20

* Information not included in previous survey

** Previous survey may not total 100 % due to rounding

TABLE 41

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Maintenance Control Cluster (ST70) (N=66)	High Frequency Cluster (ST97) (N=72)	Public Address Installation Job (ST340) (N=17)	Public Address Cluster (ST110) (N=61)	Entry-Level Maintenance Job (ST408) (N=10)	Ground Radio Maintenance Cluster (ST104) (N=883)
52	64	41	72	70	75
30	26	12	20	20	15
18	10	47	8	10	10
6	11	6	5	20	13
64	64	41	80	80	73
30	25	53	15	0	14
3	14	0	11	20	13
41	69	18	57	70	72
56	17	82	31	10	15
62	71	53	72	60	71
11	11	18	11	30	12
27	18	29	16	10	16
61	57	59	61	50	63
30	37	35	28	50	29
9	4	6	10	0	8

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

EXCELLENT TO PERFECT
FAIRLY TO FAIRLY WELL
NOT AT ALL/VERY LITTLE

PERCEIVED UTILIZATION OF TRAINING:

EXCELLENT TO PERFECT
FAIRLY TO FAIRLY WELL
NOT AT ALL/VERY LITTLE

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 41 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Munitions Support Job (ST308) (N=8)	Ground Radio Inshop Cluster (ST71) (N=96)	Contingency Cluster (ST118) (N=41)	LMR Manager Job (ST287) (N=18)	Contract Admin Job (ST383) (N=15)	Maintenance Supply Job (ST218) (N=10)
38	61	51	56	80	70
38	27	20	17	13	20
25	11	27	28	7	10
0	5	7	0	20	20
63	71	46	67	73	50
38	24	44	33	7	30
0	6	0	6	0	20
50	68	51	33	53	50
50	26	46	61	47	30
63	63	59	44	80	80
0	18	12	6	7	10
38	20	24	50	13	10
50	59	56	39	33	80
50	32	32	44	27	20
0	8	10	17	40	0

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

EXCELLENT TO PERFECT
FAIRLY TO FAIRLY WELL
NOT AT ALL/VERY LITTLE

PERCEIVED UTILIZATION OF TRAINING:

EXCELLENT TO PERFECT
FAIRLY TO FAIRLY WELL
NOT AT ALL/VERY LITTLE

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 41 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Manager/ Supervisor Cluster (ST81) (N=442)	Quality Assurance Job (ST266) (N=17)	Training Manager Job (ST446) (N=5)	Instructor Job (ST202) (N=42)
72	76	40	90
17	12	40	5
11	12	20	2
13	6	0	14
68	71	80	81
19	24	20	2
7	6	0	19
60	59	60	69
33	35	40	10
67	71	60	79
11	6	0	10
22	24	40	10
56	53	20	67
12	24	20	17
32	24	60	14

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

EXCELLENT TO PERFECT
FAIRLY TO FAIRLY WELL
NOT AT ALL/VERY LITTLE

PERCEIVED UTILIZATION OF TRAINING:

EXCELLENT TO PERFECT
FAIRLY TO FAIRLY WELL
NOT AT ALL/VERY LITTLE

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data. As was pointed out in the **JOB SATISFACTION ANALYSIS** section, job satisfaction responses by AFSC 2E1X3 personnel reported the utilization of training is adequate, thus indicating support for the overall training system. The remaining job satisfaction indicators of job interest, perceived utilization of talents, sense of accomplishment from work, and reenlistment intentions were rated slightly lower than both the comparative sample and previous survey for first- and second-enlistment personnel. Additionally, the career ladder progression is good, with the move from technical work at the 3- and 5-skill levels to supervisory and management at the 7-skill level.

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS**

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TABLE A1
MAINTENANCE CONTROL CLUSTER (ST70)

TASKS	PERCENT MEMBERS PERFORMING (N=66)
J0559 Analyze core automated maintenance system (CAMS) or G081 data	73
J0568 Review maintenance records	73
J0567 Retrieve CAMS or G081 listings or reports	71
J0569 Review preventive maintenance schedules	70
J0563 Initiate or annotate maintenance records	64
J0571 Update maintenance data collection (MDC) data in CAMS or G081	59
J0560 Coordinate repair actions between users and contractors	47
J0574 Verify accuracy of CAMS or G081 daily inputs	45
J0572 Update personnel data files in CAMS or G081	42
J0570 Update historical reports in CAMS or G081	39
N0666 Coordinate maintenance of equipment with appropriate agencies	36
M0659 Maintain or update status indicators, such as boards, graphs, or charts	33
L0628 Conduct on-the-job training (OJT)	33
L0638 Maintain training records or files	32
J0573 Update workcenter training reports in CAMS or G081	30
J0558 Adjust daily maintenance plans to meet operational commitments	29
M0655 Maintain administrative files	29
M0644 Compile data for records, reports, logs, or trend analyses	21
K0578 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	20
M0653 Initiate or maintain standby rosters or workcenter pyramid recall rosters	17
J0564 Initiate or coordinate deficiency, service, or status reports, such as RODs	12

TABLE A2

HIGH FREQUENCY CLUSTER (ST97)

TASKS	PERCENT MEMBERS PERFORMING (N=72)	
F0442	Remove or replace resistors	82
F0427	Remove or replace capacitors	79
F0410	Bench check resistors	74
F0395	Bench check capacitors	71
F0441	Remove or replace relays	69
F0409	Bench check relays	69
C0135	Align or adjust power amplifiers	68
C0217	Solder communications equipment components, other than high-reliability soldering	68
C0183	Operationally check power amplifiers	67
C0158	Isolate malfunctions within power amplifiers	64
F0453	Remove or replace zener diodes	64
E0380	Remove or replace HF equipment or subassemblies	61
C0127	Align or adjust exciters	61
E0329	Align HF equipment or subassemblies	60
F0421	Bench check zener diodes	60
F0413	Bench check solid-state diodes	58
C0153	Isolate malfunctions within exciters	57
F0445	Remove or replace solid-state diodes	57
F0432	Remove or replace electron tubes	54
C0177	Operationally check exciters	53
F0422	Perform high-reliability soldering	51
E0351	Bench check HF power amplifiers or subassemblies	50
E0350	Bench check HF exciters or subassemblies	50
C0131	Align or adjust independent/single sideband equipment	49
N0671	Inventory equipment, tools, parts, or supplies	49
C0214	Remove or replace tubes	47
F0417	Bench check transformers	47
F0433	Remove or replace ICs	46
L0628	Conduct on-the-job training (OJT)	46
F0434	Remove or replace inductors	46
F0449	Remove or replace transformers	46
F0402	Bench check inductors	44
C0180	Operationally check independent/single sideband equipment	43
F0401	Bench check integrated circuits (ICs)	43
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	43
C0155	Isolate malfunctions within independent/single sideband equipment	42
F0408	Bench check positive intrinsic negative (PIN) diodes	42
F0405	Bench check light-emitting diodes (LEDs)	42
N0670	Initiate requisitions for equipment, tools, parts, or supplies	40
F0440	Remove or replace PIN diodes	39
C0199	Remove or replace exciters	39

TABLE A3

PA INSTALLATION JOB (ST340)

TASKS		PERCENT MEMBERS PERFORMING (N=17)
H0479	Operationally check PA systems	94
H0472	Conduct location surveys for PA systems	88
H0484	Set up or tear down portable PA systems	82
H0474	Coordinate support requests for PA systems with appropriate agencies	82
H0469	Align or adjust public address (PA) systems	82
H0475	Fabricate audio cables for PA systems	82
H0476	Install fixed PA systems	59
H0473	Coordinate purchases of PA systems or equipment with appropriate agencies	59
H0470	Bench check PA system components	41
H0477	Isolate malfunctions within PA systems to LRUs	35
H0486	Supply press feeds to news media	35
L0628	Conduct on-the-job training (OJT)	29
H0482	Remove or replace PA system LRUs	24
B0068	Install microphones or microphone jacks	24
I0556	Transport PA systems or equipment to or from deployed locations	24
B0035	Assemble or wire equipment components for installation	18
C0177	Operationally check exciters	18
C0165	Isolate malfunctions within transceivers	18
L0638	Maintain training records or files	12
B0036	Conduct installation site surveys	12
H0481	Remove or replace PA system discrete components	12
C0181	Operationally check LMR equipment	12
C0141	Align or adjust transceivers	12
H0480	Operationally check SLTSs	12
I0507	Fabricate RF cables	12
D0288	Operationally check public address systems	6
D0231	Align or adjust intercom systems	6
L0642	Prepare job qualification standards (JQSs)	6
H0478	Isolate malfunctions within SLTSs to LRUs	6

TABLE A4
PUBLIC ADDRESS CLUSTER (ST110)

TASKS	PERCENT MEMBERS PERFORMING (N=61)
H0484 Set up or tear down portable PA systems	95
H0469 Align or adjust public address (PA) systems	90
H0479 Operationally check PA systems	89
H0475 Fabricate audio cables for PA systems	89
H0472 Conduct location surveys for PA systems	87
H0470 Bench check PA system components	84
H0474 Coordinate support requests for PA systems with appropriate agencies	79
H0476 Install fixed PA systems	77
H0473 Coordinate purchases of PA systems or equipment with appropriate agencies	75
H0477 Isolate malfunctions within PA systems to LRUs	69
C0141 Align or adjust transceivers	59
D0288 Operationally check public address systems	52
C0189 Operationally check transceivers	52
C0143 Align or adjust UHF or VHF equipment	51
L0628 Conduct on-the-job training (OJT)	51
C0191 Operationally check UHF or VHF equipment	48
K0586 Determine or establish work assignments or priorities	46
H0486 Supply press feeds to news media	44
H0481 Remove or replace PA system discrete components	44
H0482 Remove or replace PA system LRUs	44
K0621 Write or indorse military performance reports	44
C0167 Isolate malfunctions within UHF or VHF equipment	44
C0135 Align or adjust power amplifiers	43
K0583 Conduct supervisory performance feedback sessions	43
C0165 Isolate malfunctions within transceivers	43
C0188 Operationally check recorders, reproducers, or recorders-reproducers	41
C0162 Isolate malfunctions within receivers	41
C0140 Align or adjust recorders, reproducers, or recorders-reproducers	39
K0603 Evaluate personnel for compliance with performance standards	39
C0119 Align antenna couplers	39
C0127 Align or adjust exciters	38
C0183 Operationally check power amplifiers	38
J0569 Review preventive maintenance schedules	38
F0410 Bench check resistors	38
K0617 Write recommendations for awards or decorations	38
L0638 Maintain training records or files	38
L0622 Counsel trainees on training progress	38
C0163 Isolate malfunctions within recorders, reproducers, or recorders-reproducers	36
J0571 Update maintenance data collection (MDC) data in CAMS or G081	36
N0668 Evaluate serviceability of equipment, tools, parts, or supplies	36
K0579 Conduct safety inspections of equipment or facilities	36

TABLE A5
ENTRY-LEVEL MAINTENANCE JOB (ST408)

TASKS	PERCENT MEMBERS PERFORMING (N=10)
C0162 Isolate malfunctions within receivers	100
E0352 Bench check HF receivers or subassemblies	100
E0329 Align HF equipment or subassemblies	90
C0139 Align or adjust receivers, other than DF receivers	90
C0187 Operationally check receivers, other than GPS	80
E0380 Remove or replace HF equipment or subassemblies	80
F0395 Bench check capacitors	80
C0209 Remove or replace receivers	80
C0155 Isolate malfunctions within independent/single sideband equipment	70
C0131 Align or adjust independent/single sideband equipment	70
F0410 Bench check resistors	70
E0373 Perform corrosion prevention on GRCE	60
E0335 Align sideband equipment or subassemblies	50
C0180 Operationally check independent/single sideband equipment	50
F0442 Remove or replace resistors	50
C0202 Remove or replace independent/single sideband system LRUs	50
F0427 Remove or replace capacitors	50
C0217 Solder communications equipment components, other than high-reliability soldering	50
F0401 Bench check integrated circuits (ICs)	50
C0168 Lubricate mechanical parts of GRCE	40
D0276 Operationally check communications patch panels	40
F0422 Perform high-reliability soldering	40
N0673 Maintain documentation on items requiring periodic inspections or calibrations	40
N0675 Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	40
J0571 Update maintenance data collection (MDC) data in CAMS or G081	30
C0132 Align or adjust internal circuitry of GRCE	20

TABLE A6
GROUND RADIO MAINTENANCE CLUSTER (ST104)

TASKS	PERCENT MEMBERS PERFORMING (N=883)
C0191	86
C0189	85
C0143	84
C0165	83
C0167	83
C0141	81
E0370	80
C0217	80
E0338	76
C0215	75
C0183	75
C0212	74
C0162	73
E0389	70
C0135	70
C0158	70
C0119	68
N0671	68
C0146	66
C0209	64
C0164	64
I0507	63
E0368	63
L0628	62
C0219	62
E0369	62
F0410	61
E0353	61
C0205	60
E0329	60
C0177	60
C0127	60
N0668	60
E0380	59
C0153	59
D0266	58
E0371	58
C0213	58
F0427	57
E0351	56
E0373	56

TABLE A7

MUNITIONS SUPPORT MAINTENANCE JOB (ST308)

TASKS		PERCENT MEMBERS PERFORMING (N=8)
D0285	Operationally check land lines	100
D0272	Operationally check battery backup systems	100
C0212	Remove or replace transceivers	88
D0236	Isolate malfunctions to land lines	88
D0275	Operationally check communications consoles	88
D0246	Isolate malfunctions within communications consoles to LRUs	88
D0302	Remove or replace battery backup system LRUs	88
C0189	Operationally check transceivers	88
D0243	Isolate malfunctions within battery backup systems to LRUs	88
D0273	Operationally check battery chargers	88
D0288	Operationally check public address systems	88
C0215	Remove or replace UHF or VHF equipment	75
C0205	Remove or replace power amplifiers	75
C0196	Remove or replace ECCM equipment LRUs	75
D0303	Remove or replace battery charger LRUs	75
C0191	Operationally check UHF or VHF equipment	75
C0176	Operationally check ECCM equipment	75
C0183	Operationally check power amplifiers	75
C0181	Operationally check LMR equipment	75
C0219	Visually inspect station grounds	75
C0211	Remove or replace RF transmission lines	75
C0217	Solder communications equipment components, other than high-reliability soldering	75
N0675	Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	63
D0228	Align or adjust communications consoles	63
N0671	Inventory equipment, tools, parts, or supplies	63
C0213	Remove or replace transmitters	63
C0203	Remove or replace LMR equipment	63
C0199	Remove or replace exciters	63
C0194	Remove or replace computer equipment LRUs	63
E0373	Perform corrosion prevention on GRCE	63
E0383	Remove or replace power supply equipment or subassemblies	63
D0271	Operationally check backup power supplies	63
D0225	Align or adjust battery backup systems	63
C0145	Configure communications systems software and operational parameters	63
D0244	Isolate malfunctions within battery chargers to LRUs	63
C0172	Operationally check computer equipment	50
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	50
C0202	Remove or replace independent/single sideband system LRUs	50
C0169	Maintain security systems, such as closed-circuit cameras, monitors, or alarms	50
C0148	Isolate malfunctions within computer equipment	50

TABLE A8
GROUND RADIO INSHOP CLUSTER (ST71)

TASKS	PERCENT MEMBERS PERFORMING (N=96)	
C0189	Operationally check transceivers	74
C0165	Isolate malfunctions within transceivers	67
C0143	Align or adjust UHF or VHF equipment	66
C0167	Isolate malfunctions within UHF or VHF equipment	65
C0141	Align or adjust transceivers	60
C0191	Operationally check UHF or VHF equipment	59
C0212	Remove or replace transceivers	58
I0507	Fabricate RF cables	54
C0215	Remove or replace UHF or VHF equipment	53
C0217	Solder communications equipment components, other than high-reliability soldering	53
I0508	Fire weapons for proficiency	51
B0049	Install cabling (running and routing)	47
B0035	Assemble or wire equipment components for installation	47
E0370	Bench check UHF or VHF transceivers or subassemblies	47
E0353	Bench check HF transceivers or subassemblies	41
N0671	Inventory equipment, tools, parts, or supplies	40
C0119	Align antenna couplers	40
I0510	Inspect mobility bags or kits	40
C0183	Operationally check power amplifiers	39
I0504	Don or doff chemical warfare personal protective clothing	39
C0135	Align or adjust power amplifiers	38
E0389	Remove or replace UHF or VHF equipment or subassemblies	38
C0162	Isolate malfunctions within receivers	36
E0338	Align UHF or VHF equipment or subassemblies	36
I0554	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	36
I0509	Identify chemical warfare agents	35
C0158	Isolate malfunctions within power amplifiers	34
I0506	Erect tents	33
E0351	Bench check HF power amplifiers or subassemblies	32
C0181	Operationally check LMR equipment	32
C0127	Align or adjust exciters	32
C0209	Remove or replace receivers	32
I0539	Prepare equipment for deployments	32
E0369	Bench check UHF or VHF receivers or subassemblies	32
C0213	Remove or replace transmitters	31
I0534	Perform pallet buildup activities	31
B0040	Install antenna couplers	30
E0368	Bench check UHF or VHF power amplifiers or subassemblies	29
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	29
C0146	Fabricate test adapters/cables	28
E0380	Remove or replace HF equipment or subassemblies	26

TABLE A9
CONTINGENCY CLUSTER (ST118)

TASKS		PERCENT MEMBERS PERFORMING (N=41)
I0506	Erect tents	93
I0508	Fire weapons for proficiency	90
I0510	Inspect mobility bags or kits	76
I0504	Don or doff chemical warfare personal protective clothing	76
I0539	Prepare equipment for deployments	76
I0525	Pack or palletize mobility or contingency equipment for shipment or movement	71
I0534	Perform pallet buildup activities	68
I0511	Inspect packed or palletized mobility or contingency equipment prior to transport	61
I0527	Perform camouflage procedures	61
I0516	Lay electrical or communications cables	59
I0509	Identify chemical warfare agents	56
I0533	Perform first aid	51
I0554	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	51
I0507	Fabricate RF cables	46
I0552	Set up or tear down shelters	46
I0549	Set up or tear down mobile antenna systems	46
N0671	Inventory equipment, tools, parts, or supplies	44
B0049	Install cabling (running and routing)	44
I0512	Install or remove mobilizers on mobile communications vans or shelters	39
I0528	Perform chemical warfare agent decontamination procedures	34
I0550	Set up or tear down mobile communications vans	34
I0555	Transport mobility or contingency equipment to or from deployed locations	34
I0530	Perform decontamination procedures for chemical warfare agents	32
I0492	Conduct mobility or deployment site surveys	32
I0493	Conduct mobility training	29
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	29
I0526	Participate in mobility exercise planning meetings	27
C0189	Operationally check transceivers	27
I0557	Visually inspect mobile antenna systems	27
C0181	Operationally check LMR equipment	27
I0505	Draft or write mobility or deployment after-action reports	27
L0628	Conduct on-the-job training (OJT)	22
N0670	Initiate requisitions for equipment, tools, parts, or supplies	20
B0110	Install station grounds	17

TABLE A10

LMR MANAGER JOB (ST287)

TASKS	PERCENT MEMBERS PERFORMING (N=18)	
N0666	Coordinate maintenance of equipment with appropriate agencies	94
C0181	Operationally check LMR equipment	89
N0671	Inventory equipment, tools, parts, or supplies	83
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	83
A0017	Perform QAE performance evaluations	78
A0014	Monitor maintenance contract agreements	72
C0156	Isolate malfunctions within LMR equipment	72
C0203	Remove or replace LMR equipment	67
B0036	Conduct installation site surveys	67
N0672	Issue or log turn-ins of equipment, tools, parts, or supplies	61
A0021	Process call orders	56
N0674	Maintain organizational equipment or supply records	56
M0655	Maintain administrative files	56
A0018	Prepare call orders	50
A0001	Brief functional area chiefs or unit staff personnel on status of active ground radio communications equipment (GRCE) contracts and contract changes	50
J0560	Coordinate repair actions between users and contractors	44
A0011	Maintain GRCE contract files	39
K0599	Establish procedures for accountability of equipment, tools, parts, or supplies	39
N0675	Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	39
B0037	Inspect completed installations of GRCE	33
A0002	Certify commercial service contracts for GRCE	33
M0644	Compile data for records, reports, logs, or trend analyses	33
J0563	Initiate or annotate maintenance records	28

TABLE A11
CONTRACT ADMINISTRATION JOB (ST383)

TASKS	PERCENT MEMBERS PERFORMING (N=15)
A0006 Draft inputs to performance work statements (PWSs)	93
A0008 Draft inputs to statements of work (SOWs)	87
A0015 Participate in request for proposal (RFP) meetings	80
A0019 Prepare changes or amendments to contract data requirements lists (CDRLs)	80
A0034 Write SOWs	73
A0030 Research SOWs	73
A0017 Perform QAE performance evaluations	67
A0027 Process PWSs	67
A0028 Process SOWs or SOW amendments	67
A0029 Research PWSs	60
A0014 Monitor maintenance contract agreements	60
A0002 Certify commercial service contracts for GRCE	60
A0009 Draft sole source requests	60
A0001 Brief functional area chiefs or unit staff personnel on status of active ground radio communications equipment (GRCE) contracts and contract changes	53
A0011 Maintain GRCE contract files	53
A0032 Review project packages	47
A0007 Draft inputs to project support agreements	47
A0010 Initiate GRCE contract renewal actions	47
A0005 Draft GRCE contract management amendments or changes	47
A0016 Participate in source selection meetings	40
A0024 Process GRCE contract renewal actions	33
A0013 Maintain GRCE invoice files	27
K0578 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	27
A0003 Develop GRCE contract management indexes	27
M0655 Maintain administrative files	20
A0012 Maintain GRCE contract management indexes	20
A0031 Review contract management responsibility transfers (CMRTs)	13

TABLE A12

MAINTENANCE SUPPLY JOB (ST218)

TASKS	PERCENT MEMBERS PERFORMING (N=10)
N0671 Inventory equipment, tools, parts, or supplies	100
N0668 Evaluate serviceability of equipment, tools, parts, or supplies	100
N0675 Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	90
N0669 Identify and report equipment or supply problems	80
N0666 Coordinate maintenance of equipment with appropriate agencies	60
N0674 Maintain organizational equipment or supply records	50
N0670 Initiate requisitions for equipment, tools, parts, or supplies	50
B0065 Install LAN Category 5 systems	40
B0064 Install local area network (LAN) fiber-optic systems	40
B0058 Install fiber-optic links	40
N0673 Maintain documentation on items requiring periodic inspections or calibrations	40
K0599 Establish procedures for accountability of equipment, tools, parts, or supplies	40
N0672 Issue or log turn-ins of equipment, tools, parts, or supplies	40
L0628 Conduct on-the-job training (OJT)	40
I0504 Don or doff chemical warfare personal protective clothing	30
C0191 Operationally check UHF or VHF equipment	30
K0604 Implement safety or security programs	20
N0667 Develop equipment checklists	20
K0597 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	20
B0035 Assemble or wire equipment components for installation	20
I0525 Pack or palletize mobility or contingency equipment for shipment or movement	20
I0506 Erect tents	10
K0611 Review budget requirements	10

TABLE A13

MANAGERS AND SUPERVISORS CLUSTER (ST81)

TASKS	PERCENT MEMBERS PERFORMING (N=442)	
K0582	Conduct supervisory orientations for newly assigned personnel	67
K0591	Evaluate personnel for promotion, demotion, reclassification, or special awards	61
K0592	Develop or establish work methods or procedures	58
K0614	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	57
K0593	Develop or establish work schedules	57
M0655	Maintain administrative files	55
K0579	Conduct safety inspections of equipment or facilities	55
K0605	Initiate actions required due to substandard performance of personnel	55
K0601	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	54
K0602	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	51
L0634	Evaluate effectiveness of training programs, plans, or procedures	50
K0590	Develop self-inspection or self-assessment program checklists	50
K0612	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	49
L0630	Develop training programs, plans, or procedures	49
J0559	Analyze core automated maintenance system (CAMS) or G081 data	49
J0568	Review maintenance records	48
K0611	Review budget requirements	47
J0569	Review preventive maintenance schedules	47
K0594	Draft budget requirements	47
K0604	Implement safety or security programs	47
K0577	Assign sponsors for newly assigned personnel	46
N0669	Identify and report equipment or supply problems	45
N0666	Coordinate maintenance of equipment with appropriate agencies	44
K0615	Write inspection reports	43
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	43
K0596	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	40
J0567	Retrieve CAMS or G081 listings or reports	39
K0581	Conduct staff assistance visits, inspections, or audits	33

TABLE A14
QUALITY ASSURANCE JOB (ST266)

TASKS		PERCENT MEMBERS PERFORMING (N=17)
K0615	Write inspection reports	88
M0657	Maintain TO libraries	82
K0581	Conduct staff assistance visits, inspections, or audits	82
M0663	Review TO changes	76
M0664	Review TO improvement reports	76
M0648	Establish or maintain automated technical order management system (ATOMS) accounts	71
K0603	Evaluate personnel for compliance with performance standards	65
M0652	Initiate technical order (TO) improvement reports	65
M0658	Maintain TCTOs	59
K0602	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	53
K0579	Conduct safety inspections of equipment or facilities	53
M0656	Maintain publications libraries, other than TO libraries	53
K0600	Evaluate inspection report findings or inspection procedures	47
A0017	Perform QAE performance evaluations	41
M0644	Compile data for records, reports, logs, or trend analyses	41
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	41
M0661	Perform TCTO inspections	41
K0601	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	35
N0667	Develop equipment checklists	29
K0578	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	24
K0580	Conduct self-inspections or self-assessments	24
J0569	Review preventive maintenance schedules	24
K0607	Inspect personnel for compliance with military standards	24

TABLE A15

TRAINING MANAGERS JOB (ST446)

TASKS		PERCENT MEMBERS PERFORMING (N=5)
K0581	Conduct staff assistance visits, inspections, or audits	100
L0634	Evaluate effectiveness of training programs, plans, or procedures	100
L0635	Evaluate progress of trainees	100
L0630	Develop training programs, plans, or procedures	100
K0580	Conduct self-inspections or self-assessments	80
L0624	Brief personnel concerning training programs or matters	60
K0578	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60
K0615	Write inspection reports	60
J0559	Analyze core automated maintenance system (CAMS) or G081 data	60
L0638	Maintain training records or files	60
J0567	Retrieve CAMS or G081 listings or reports	60
K0597	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	40
K0618	Write replies to inspection reports	40
J0573	Update workcenter training reports in CAMS or G081	40
L0643	Write training reports	40
J0574	Verify accuracy of CAMS or G081 daily inputs	40
K0602	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	40
L0629	Determine training requirements	40
K0603	Evaluate personnel for compliance with performance standards	40
L0637	Inspect training materials or aids for operation or suitability	40
K0621	Write or indorse military performance reports	40
K0619	Write staff studies, surveys, or routine reports, other than training or inspection reports	20

TABLE A16
INSTRUCTOR JOB (ST202)

TASKS		PERCENT MEMBERS PERFORMING (N=42)
L0623	Administer or score tests	95
L0635	Evaluate progress of trainees	90
L0627	Conduct formal course classroom training	88
L0622	Counsel trainees on training progress	88
L0641	Personalize lesson plans	86
L0640	Perform task certification on students	76
L0639	Perform classroom equipment management procedures	71
L0632	Develop or procure training materials or aids	71
L0631	Develop written tests	71
L0626	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSS)	67
L0637	Inspect training materials or aids for operation or suitability	62
L0638	Maintain training records or files	57
L0624	Brief personnel concerning training programs or matters	48
N0668	Evaluate serviceability of equipment, tools, parts, or supplies	48
L0633	Establish or maintain study reference files	45
L0634	Evaluate effectiveness of training programs, plans, or procedures	43
L0630	Develop training programs, plans, or procedures	40
N0671	Inventory equipment, tools, parts, or supplies	40
L0628	Conduct on-the-job training (OJT)	38
L0629	Determine training requirements	38
C0177	Operationally check exciters	36
C0191	Operationally check UHF or VHF equipment	36
C0162	Isolate malfunctions within receivers	36
C0127	Align or adjust exciters	33
C0187	Operationally check receivers, other than GPS	33
L0625	Complete student entry or withdrawal forms	31
C0183	Operationally check power amplifiers	31
C0171	Operationally check ATC systems	26
L0636	Evaluate training methods or techniques of instructors	24